

# **Domestic Partnership Legislation in California:**

## **A Tradition of Gender-Neutral Bills, Proposals, and Laws, to Protect a Wide Range of Unmarried Adults**

*If the Governor Knew All  
of the Facts, Would He  
Still Insist that Domestic  
Partnership Legislation  
be Limited to Gay and  
Lesbian Couples Only?*

*A special report by  
Spectrum Institute  
July 14, 1999*

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12. The Bill as amended (continued)

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15. The Bill as amended (continued)

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17. The Bill as amended (continued)

18. The Bill as amended (continued)

19. The Bill as amended (continued)

20. The Bill as amended (continued)

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14. The Bill as amended (continued)

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19. The Bill as amended (continued)

20. The Bill as amended (continued)

# Why is the Governor Insisting on Domestic Partner Protections for Same-Sex Couples Only?

**Gender-Neutral Domestic Partnership Legislation Is Supported by Religious Leaders, Labor Unions, Local Governments, Seniors' Groups, Women's Rights Advocates, Many Gay & Lesbian Groups, and a Majority of California Legislators**

San Francisco was the first municipality in California to consider a bill to give legal protections and economic benefits to domestic partners. A domestic partner ordinance was passed by the Board of Supervisors in 1982.

It was vetoed by then-Mayor Diane Feinstein because no one had taken the time to study the potential fiscal effects of the bill.

The mayor then established a Mayor's Advisory Commission on Health Benefits. After several months of study, the commission issued a report to the mayor recommending that a law be passed to give domestic partner health benefits to same-sex couples only.

Feinstein rejected its proposal. The mayor said that she would not approve sexist domestic partnership legislation.

Berkeley was the first city in the state to grant domestic partner health benefits to city employees. In 1984, the city's Human Relations Commission and the City Council debated whether to limit benefits to same-sex partners or to pass a gender-neutral plan. They rejected sexism and voted to adopt a policy of inclusion.

In 1985, West Hollywood became the first city to establish a domestic partner registry. It was gender-neutral.

In the ensuing years, more than a dozen cities and counties have created registries and/or domestic partner benefits plans for municipal employees. All of these programs are gender-neutral.

A domestic partner bill was first introduced into the state Legislature in 1994. Since then, 12 bills have been debated by state legislators. All have been gender-neutral. Two of these bills passed both houses of the Legislature. They were vetoed by then-Governor Pete Wilson.

Gray Davis was Lt. Governor when Wilson vetoed AB 1059 in 1998. Davis issued a press release criticizing Wilson for the veto. AB 1059 was a gender-neutral bill supported by religious leaders from several denominations, including Catholic, Episcopal, Lutheran, Methodist, and Presbyterian.

All of the major seniors groups in California

have supported gender-neutral domestic partner bills. As their letters of support have pointed out, many older adults have good reasons for living together as domestic partners rather than marrying.

Since the National Organization for Women opposes sexism, it is understandable why NOW favors gender-neutral domestic partner laws.

Many gay and lesbian rights leaders and groups have expressed support for inclusive domestic partner protections and opposition to sexist proposals that exclude opposite-sex couples.

Not one organization in the state has demanded that the Legislature limit domestic partner legislation to gay and lesbian couples. Many large businesses have adopted inclusive benefits programs and have found the added cost to be minimal.

With this strong support for gender-neutral domestic partner laws and with no one – other than Gray Davis – insisting that such laws be restricted to same-sex couples, one wonders why the Governor has suddenly decided that he will only sign a “special interest” bill rather than an inclusive one.

His solo position looks rather odd, especially considering that when he was running for Governor, Gray Davis specifically stated that he supported gender-neutral domestic partner laws and opposed any same-sex restriction in them.

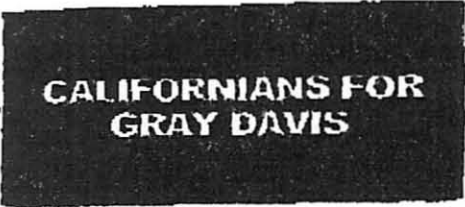
Maybe if he were to reconsider the facts, the Governor might decide that discrimination on the basis of sex, marital status, and sexual orientation – which is what a same-sex only law perpetuates – is not the best policy for a diverse state as we enter the new millennium.

There are 10 million unmarried adults in California. Most of them are heterosexual.

If they are willing to assume the same family obligations as the Governor would have a same-sex couple do, then why should an opposite-sex couple not be protected by a domestic partner law? Or are the rights of single people – some 33% of the voters – not worthy of protection?

– Thomas F. Coleman  
Executive Director  
Spectrum Institute

Sep-01-98 14:05



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# Fax

To: Candidate Survey: Spectrum 2nd 11/98 From: Tal Finney

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Fax: (213) 258-8099 Pages: 5

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Phone: Date:

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Re: CC:

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Comments:

**Candidate Survey on Family Diversity,  
Domestic Partnership, and Marital Status Discrimination**

Name of Candidate GRAY DAVIS District \_\_\_\_\_  
(Please Print Clearly) **GOVERNOR**

Questions about Family Diversity: (Select only one answer for each question.)

1. In a national survey done by Massachusetts Mutual Life Insurance Co., 1,200 adults were asked to select a definition of family. A minority (22%) selected a restrictive definition: "a group of people related by blood, marriage, or adoption." The majority (74%) selected an inclusive definition: "a group of people who love and care for each other."

If you had to make a choice, which *one* of these definitions would you select?

- A "family" is a group of people related by blood, marriage, or adoption.  
 A "family" is a group of people who love and care for each other.

2. After a two-year study completed in 1988, the 38-member Los Angeles City Task Force on Family Diversity recommended that lawmakers, such as the City Council and state Legislature should be sensitive to the fact that "family" is now a term of art, capable of many variable definitions. The Task Force recommended that when the term "family" is used in proposed legislation, public officials should consider relevant definitional options and use an inclusive rather than restrictive definition of "family."

- I support legislators defining "family" in an *inclusive* way in proposed laws. ←  
 I support legislators using a *restrictive* definition of "family" in proposed laws.

3. The first-year report of the state Legislature's 26-member Joint Select Task Force on the Changing Family, issued in 1989, observed that no single description of California's families adequately captures their breadth and complexity. The Task Force found the following statement of the California Supreme Court, made in 1921, still relevant today: "Family may mean different things under different circumstances. The family, for instance, may be a group of people related by blood or marriage, or not related at all, who are living together in the intimate and mutual interdependence of a single home or household." In this spirit, the Task Force saw unmarried long-term partners as part of the mosaic of family diversity, recommending that "if those couples assume the responsibilities of a family, public policy should recognize them as a families and prohibit discrimination that impedes the economic well-being of their family members."

- I believe that if unmarried partners function as a family unit, then the law should treat them as a family. ←  
 I believe that the law should not treat unmarried couples as a family unit.

Sep-01-98 14:06

**Questions about Domestic Partnership: (Select only one answer for each question.)**

4. Dozens of municipalities and school districts and hundreds of private employers throughout the nation now provide health, dental, and leave benefits to the domestic partners of their employees. The term "domestic partnership" has customarily been defined as: (1) two unmarried adults; (2) living together as a family unit; (3) sharing the common necessities of life; and (4) assuming responsibility for the general welfare of each other. Some government and private employers restrict domestic partnership benefits to same-sex couples. Most allow all unmarried couples, regardless of gender, to apply for domestic partnership benefits. Groups such as the National Organization for Women and the Congress of California Seniors, oppose the exclusion of opposite-sex partners from dp benefits plans. The California Labor Commissioner ruled that it is illegal sexual orientation discrimination for government employers to exclude opposite-sex partners from dp benefits programs.

I support the extension of employment benefits to domestic partners, but I believe that domestic partner benefits should be *limited* to same-sex couples.

I support domestic partner employment benefits, but I oppose the "same-sex only" limitation. I believe that all domestic partners should be eligible for benefits, *regardless of the gender* of the partners.

I oppose all domestic partner benefits programs.

5. Bills have been introduced in the past few years to protect the rights of domestic partners (regardless of gender). The following are two examples. Please indicate whether you support or oppose the objective of each of the following bills. (Select one answer for each.)

A. 1994 (AB 2810) / 1995 (AB 627) / 1997 (AB 54) [Registry and Basic Protections]

Would create a procedure for domestic partners to register with the Secretary of State. Would extend basic humanitarian protections to registered partners (a place to designate a dp on the statutory will form, hospital visitation rights, notice of conservatorship proceedings, priority to be appointed as a conservator). The bill passed both houses in 1994 but was vetoed by the Governor.

I support creation of a registration procedure and basic humanitarian protections.

I oppose a registry and oppose any legal recognition of domestic partners.

B. 1994 (SB 2061) / 1997 (AB 2061) [Benefits for state and local workers]

Would extend health and dental benefits to the domestic partners of state employees (such as New York, Vermont, and Oregon have done). Would also authorize the Public Employee Retirement System to administer such a benefits program for municipalities that participate in PERS if such municipalities want to extend health benefits to the domestic partners of their employees.

I support extending dp benefits to state employees and allowing PERS to administer such benefits for municipalities that want to give benefits to domestic partners of their workers.

I oppose extending benefits to domestic partners of state or local government employees.

**Marital Status Discrimination: (Select only one answer for each question.)**

6. There are more than <sup>10 million</sup> ~~10,000~~ unmarried adults in California, making "singles" the largest minority in the state (since women are a numeric majority). If demographic trends continue, within a few years the majority of adults in California may be unmarried. Despite their large numbers, widespread marital status discrimination has been documented by government study commissions such as the Los Angeles City Task Force on Family Diversity, the San Francisco Mayor's Advisory Task Force on Family Policy, the Legislature's Joint Select Task Force on the Changing Family, the Los Angeles City Attorney's Consumer's Task Force on Marital Status Discrimination, and the Insurance Commissioner's Anti-Discrimination Task Force. Please answer the following questions about your position on marital status discrimination in California. (Select only one answer for each category.)

**A. General Philosophy**

- I believe that married people deserve more rights than single people.
- I believe in equal rights for all people, regardless of their marital status.

**B. Housing Discrimination**

- I believe that landlords should have the right to refuse to rent to unmarried couples.
- I believe that housing discrimination against unmarried couples should be illegal.

**C. Employee Benefits Discrimination**

- I believe in equal pay for equal work. Employees who are single or who have a domestic partner should not receive less pay (in terms of benefits compensation) than married workers if they perform the same work. Such discrimination should be illegal.
- I believe that married workers should receive greater benefits compensation than single workers or those with domestic partners. Such discrimination should not be outlawed.

**D. Insurance Discrimination**

- I believe that insurance companies should be entitled to discriminate against individuals on the basis of group characteristics, such as race, religion, sex, or marital status, if actuarial data shows that one group is a higher risk than another.
- I believe that responsible single individuals should not have to pay higher premiums just because they are not married. Discrimination on the basis of group characteristics, such as race, religion, sex, or marital status, should be illegal, so that individual merit, responsibility, and past conduct, are the primary basis for determining premiums.

**E. Consumer Discounts**

- If businesses give discounts and other perks to "spouses" and "family members," then the law should require them to give such discounts to domestic partners.
- Businesses should not be required to treat domestic partners the same as they treat family members or spouses. Businesses should have the right to discriminate like this.



# **State Officials Who Have Voted in Favor of Gender-Neutral Domestic Partnership Bills**

## **Governor Gray Davis:**

When he was Lt. Governor in 1996, Davis cast a vote on AB 1982. As President of the Senate, he voted to oppose a motion that would have deleted a gender-neutral domestic partnership provision from the bill. Davis voted to support the *gender-neutral* provision and, as a result, that provision remained in the bill. *Frontiers* news magazine reported that when he cast his vote in favor of the domestic partnership provision, Davis told the Senate, "I've always supported domestic partnerships. It was an easy vote for me." (*Frontiers*, September 6, 1996.)

## **Lt. Governor Cruz Bustamante:**

When he was a member of the California Legislature, Bustamante cast three votes in favor of *gender-neutral* domestic partnership bills: AB 1059, AB 2810, and SB 2061).

## **Attorney General Bill Lockyer:**

When he was a member of the California Legislature, Lockyer cast four votes in favor of *gender-neutral* domestic partnership bills: AB 2810, SB 841, SB 1506, and SB 2061).

## **Current Legislators (1999):**

A majority of both houses of the California Legislature voted in favor of gender-neutral domestic partnership legislation in 1999. Three bills passed one house by close margins.

Several of the legislators who voted in favor of these gender-neutral bills have indicated in writing that they favor gender-neutral domestic partnership legislation and that they oppose domestic partnership bills that are limited to same-sex partners only. The ultimate fate of domestic partnership legislation in California would be called into question if these legislators stand by their stated principles and refuse to go along with the Governor's demand to pass legislation limited to gay and lesbian couples.

A list of legislators who have voted this session in support of gender-neutral domestic partner legislation is found on the following pages.

## **Current Legislators Voting in Favor of Gender-Neutral Domestic Partner Bills**

**Assembly:**  
(AB 26: 41 votes)

**Alquist \***  
**Aroner \***  
Bock  
Calderon  
Cardenas  
Cedillo  
Corbett  
Davis  
Ducheny  
Dutra  
Firebaugh  
Floyd  
Gallegos  
Hertzberg  
Honda  
Jackson  
Keeley  
Knox  
**Kuehl \***  
Lempert  
Longville  
**Lowenthal \***  
Mazzoni  
**Migden \***  
Nakano  
**Papan \***  
Romero  
Scott  
Shelley  
Steinberg  
**Strom-Martin \***  
Thomson  
Torlakson  
Vincent  
Washington  
Wayne  
Wesson  
Wiggins  
Wildman  
Wright  
Villaraigosa

**Assembly:**  
(AB 107:42 votes)

**Alquist \***  
**Aroner \***  
Bock  
Calderon  
Cardenas  
Cedillo  
Corbett  
Correra  
Cunneen  
Davis  
Ducheny  
Dutra  
Firebaugh  
Floyd  
Gallegos  
Hertzberg  
Honda  
Jackson  
Keeley  
Knox  
**Kuehl \***  
Lempert  
Longville  
**Lowenthal \***  
Mazzoni  
**Migden \***  
Nakano  
**Papan \***  
Romero  
Scott  
Shelley  
Steinberg  
**Strom-Martin \***  
Thomson  
Torlakson  
Vincent  
Wayne  
Wesson  
Wiggins  
Wildman  
Wright  
Villaraigosa

**Senate:**  
(SB 75: 23 votes)

Alarcon  
Alpert  
Bowen  
Burton  
Chesbro  
Dunn  
Escutia  
**Figueroa \***  
Hayden  
Hughes  
Johnston  
Karnette  
Murray  
O'Connell  
Ortiz  
Peace  
Perata  
Polanco  
Schiff  
Sher  
Solis  
Spier  
Vasconcellos

**Senate:**  
SB 118: 21 votes)

Alarcon  
Alpert  
Bowen  
Burton  
Chesbro  
Dunn  
Escutia  
**Figueroa \***  
Hayden  
Hughes  
Johnston  
Karnette  
Murray  
O'Connell  
Ortiz  
Peace  
Perata  
Polanco  
Sher  
Solis  
Spier

**\* These legislators have specifically stated in writing that they support gender-neutral domestic partner bills and that they are opposed to bills limiting domestic partner protections to same-sex couples only.**

**(Source: Survey conducted by Spectrum Institute, released on October 21, 1998)**

# An Unbroken History of Gender-Neutral Domestic Partnership Legislation in California – Until Now

Year	Gender-Neutral Bills	Same-Sex Only Bills	Comments
1994	AB 2810 (Katz)		passed both Houses; was vetoed by Gov. Pete Wilson
1994	SB 2061 (Hart)		passed Senate; failed in Assembly
1995	AB 627 (Katz)		
1996	AB 3332 (Kuehl)		
1997	AB 54 (Murray)		
1997	SB 841 (Hayden)		
1997	AB 427 (Knox)		
1998	AB 1059 (Migden)		passed both Houses; vetoed by Gov. Pete Wilson; the veto was criticized by Lt. Gov. Gray Davis
1999	AB 107 (Knox)		
1999	SB 75 (Murray)		
1999	SB 118 (Hayden)		
1999	AB 26 (Migden)		passed Assembly
1999		AB 26 (Migden) (as amended on July 7, 1999)	passed Senate Judiciary Committee (must pass Senate and return to Assembly for concurrence in amendments)

**Groups Supporting 1999 DP  
Bills That Are Gender-Neutral**

**SB 75 Supporters:**

American Association of Retired Persons  
California Professional Firefighters  
Board of Supervisors of San Francisco  
California Alliance for Pride and Equality  
United Transportation Union, AFL-CIO  
California Federation of Teachers, AFL-CIO  
East Bay Municipal Utility District  
California School Employees Association  
Gay and Lesbian Center of Los Angeles  
Southern California Women for Understanding  
AIDS Healthcare Foundation  
California Nurses Association  
Asian Pacific Gays and Friends  
Friends Committee on Legislation of California  
California Child, Youth and Family Coalition  
Older Women's League of California (OWL)  
Congress of California Seniors  
National Organization for Women (NOW)

**AB 26 Support:**

California Alliance for Pride and Equality  
Academic Senate of the Cal. State University  
Association of Bay Area Governments  
California Child, Youth and Family Coalition  
California Federation of Teachers  
California National Organization for Women  
California Nurses Association  
California Professional Firefighters  
California School Employees Association  
California State Employees Association  
Congress of California Seniors  
East Bay Municipal Utility District  
Friends Committee on Legislation  
Kaiser Permanente  
Los Angeles Gay and Lesbian Center  
Older Womens League of California  
People for the American Way  
Santa Barbara Stonewall Democratic Club  
Service Employees International Union

**Groups Insisting that 1999 DP Bills  
Be Limited to Same-Sex Partners**

No groups are on record with the Legislature as supporting domestic partner legislation that is limited to protections for same-sex partners.

**Groups Supporting 1999 DP  
Bills That Are Gender-Neutral**

**SB 118**

AIDS Project Los Angeles  
American Cancer Society  
American Civil Liberties Union (ACLU)  
California Alliance for Pride and Equality  
Cal. Assn. for the Education of Young Children  
California Catholic Conference  
California Church  
California Amalgamated Transit Union  
California Conference of Machinists  
Cal. Federation of Business & Professional Women  
Cal. Independent Public Employees Leg. Council  
California Labor Federation, AFL-CIO  
California Professional Firefighters (CPF)  
California School Employees Association  
California State Association of Electrical Workers  
California State Pipe Trades Council  
California Teachers Association  
California Teamsters Public Affairs Council  
Coalition of University Employees (CUE)  
CWA, District 9, AFL-CIO  
Election Committee of the County of Orange  
Employment Law Center, Legal Aid Society of SF  
Engineers and Scientists of California, Local 20  
Equal Rights Advocates  
Friends Committee on Legislation of California  
Gay and Lesbian Center  
Hotel & Restaurant Employees International Union  
Los Angeles Gay and Lesbian Center  
Parents, Families and Friends of Lesbians and Gays  
Pilgrim Congregational Church  
Region 8 State Council, United Food Workers  
Rolling Hills United Methodist Church  
Tower Records  
United Teachers of Los Angeles (UTLA)  
Western State Council of Sheet Metal Workers  
Westin Bonaventure Hotel and Suites, LA County

**Groups Insisting that 1999 DP Bills  
Be Limited to Same-Sex Partners**

No groups are on record with the Legislature as supporting domestic partner legislation that is limited to protections for same-sex partners.

**Groups Supporting 1999 DP  
Bills That Are Gender-Neutral**

**AB 107:**

(partial listing)

City of West Hollywood  
California Professional Firefighters  
Academic Senate of the Cal. State University  
American Civil Liberties Union  
Amer. Federation of State, County & Muni Employees  
Association of Bay Area Governments  
California Alliance for Pride and Equality  
California Church IMPACT  
California Federation of Teachers  
Cal. Independent Public Employees Legislative Council  
California Labor Federation, AFL-CIO  
California Nurses Association  
California Organization of Police and Sheriffs  
California School Employees Association  
California State Employees Association  
California Teachers Association  
Center for Occupational & Environmental Health  
Center for Social Services - San Diego County  
City of Oakland  
Communications Workers of America, District 9  
Community College League of California  
East Bay Municipal Utility District  
Friends Committee on Legislation of California  
Orange County Gay and Lesbian Community Center  
Gays & Lesbians Initiating Dialogue & Equality  
San Francisco Human Rights Commission  
Los Angeles Gay & Lesbian Center  
Lambda GLBT Community Services  
LAMBDA Letters Project, Boyce Hinman  
Lesbian & Gay Men's Community Center of San Diego  
Marin Municipal Water District  
Metropolitan Water District of Southern California  
National Organization for Women  
Older Women's League of California  
Parents, Families and Friends of Lesbians & Gays  
People For the American Way  
Planned Parenthood  
Public Law Center  
San Francisco Board of Supervisors  
Union of American Physicians & Dentists  
United Transportation Union, AFL-CIO  
West Hollywood Municipal Employees  
West Hollywood Presbyterian Church

**Groups Insisting that 1999 DP Bills  
be Limited to Same-Sex Partners**

No groups are on record with the Legislature as supporting domestic partner legislation that is limited to protections for same-sex partners.

## CALIFORNIA MUNICIPALITIES WITH DOMESTIC PARTNERSHIP REGISTRIES

### Opposite-Sex and Same-Sex Partners Can Register:

Berkeley, California  
Laguna Beach, California  
Long Beach, California  
Los Angeles County, California  
Marin County, California  
Oakland, California  
Palo Alto, California  
Petaluma, California  
Sacramento, California  
San Francisco, California  
Santa Barbara, California  
Santa Monica, California  
West Hollywood, California

### Only Same-Sex Partners Can Register:

None

## CALIFORNIA MUNICIPALITIES EXTENDING HEALTH BENEFITS TO DOMESTIC PARTNERS

### Opposite-Sex and Same-Sex Partners Included in Plan:

Berkeley, California  
Laguna Beach, California  
Los Angeles City, California  
Los Angeles County, California  
Oakland, California  
Sacramento, California  
San Diego, California  
San Francisco, California  
San Mateo County, California  
Santa Cruz City, California  
Santa Cruz County, California  
Santa Monica, California  
West Hollywood, California

### Same-Sex Partners Only:

None

## STATE AGENCIES EXTENDING HEALTH BENEFITS TO DOMESTIC PARTNERS

### Opposite-Sex and Same-Sex Partners Included in Plan:

California Legislature

### Same-Sex Partners Only:

University of California

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### SPECTRUM INSTITUTE

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**Some of the Larger Companies  
Offering Domestic Partner Benefits  
to Same and Opposite-Sex Partners**

**Utilities**

Edison International  
Nevada Bell  
Pacific Gas & Electric  
Pacific Telesis  
Pacific Bell

**Oil Companies**

Amoco  
Chevron  
Mobil  
Shell

**News**

Bureau of National Affairs  
Hearst Corporation  
New York Times  
Reuters

**Health Insurers/Providers**

Blue Cross of Massachusetts  
Kaiser Permanente of California  
Kaiser Permanente of Hawaii

**Banks**

American Savings Bank  
Bank of America  
Bank Boston  
Bank of Hawaii  
Nations Bank (1999)  
Northern Trust  
Wells Fargo  
Union Bank

**Others**

Boreland International  
Digital Equipment Corp.  
Eastman Kodak  
Hewlett Packard  
Levi Straus  
Outrigger Hotels  
Xerox



**EMPLOYERS PROVIDING DOMESTIC PARTNER BENEFITS  
TO SAME-SEX AND OPPOSITE-SEX PARTNERS: COST ANALYSIS**

Employer	Year DP Plan Began	Total in Workforce	Number Signed Up as DPs	% signed Up as DPs	Information Reported Regarding Costs including portion paid by employer, and experience with DP benefits plan
Blue Cross of Mass. (MA)	1994	6,000	78	1.3%	Cost information not reported by research source
Cambridge City (MA)	1993	500	4	.8%	Cost information not reported by research source
Internat. Data Group (MA)	1993	1,600	14	.9%	Cost information not reported by research source
King County (WA)**	1993	11,400	300	2.6%	Pays 100% of basic plan; no adverse effects
Levi Straus & Co. (CA)	1992	23,000	690	3.0%	Costs are same as <i>or less than</i> spouses
Laguna Beach City (CA)	1990	226	6	2.7%	Costs are same as spouses
Los Angeles City (CA)**	1994	34,500	448	1.3%	Costs are same as spouses; no adverse effects
Los Angeles County**	1996	75,000	1,347	1.8%	Costs are same as spouses; no adverse effects
Multnomah County (OR)**	1993	4,000	132	3.3%	Cost information not reported by research source
New York City**	1994	497,210*	2,790	.6%	Pays 100% of basic plan; no adverse experience
New York State**	1995	320,000*	2,000	.6%	Pays 25% of cost / no adverse experience
Olympia (WA)**	1995	530	12	2.3%	Pays portion for dependents; nothing adverse
Pima County (AZ)	1998	6,000	81	1.4%	Cost information not reported by research source
Rochester (NY)**	1994	2,900	100	3.4%	Costs are same as spouses / no adverse effects
Sacramento City (CA)**	1995	4,000	15	.4%	City doesn't pay for DPs; worker gets group rate
San Diego City (CA)**	1993	9,300	50	.5%	City doesn't pay for DPs; worker gets group rate
San Francisco City (CA)	1991	32,900	296	.9%	City doesn't pay for DPs; worker gets group rate
San Mateo County (CA)**	1992	4,200	138	3.3%	Cost information not reported by research source
Santa Cruz City (CA)**	1986	800	23	2.9%	Costs are same as spouses / non-union ineligible
Santa Cruz County (CA)	1990	2,100	33	1.6%	Costs are same as spouses
Santa Monica (CA)**	1994	1,100	34	3.1%	City pays for DPs; costs are the same as spouses
Seattle City (WA)**	1990	10,000	500	5.3%	2.5% of total health costs; less than spouses
Vermont State**	1994	9,000	280	3.1%	State pays 80% for dependents; nothing adverse
Xerox Corporation	1995	47,000	100	0.2%	Pays \$1,000 per year toward DP health coverage
Ziff Communications (NY)	1993	3,500	75	2.1%	Cost information not reported by research source
Total		1,102,726	9,546	0.9%	Costs are same <i>or less than</i> for spouses. No adverse consequences reported by any employer.

\*\* Benefits managers at these employers were interviewed by Spectrum Institute during March and April 1997. Other data was gathered from employee benefits publications, e.g., Hewitt Associates, Bureau of National Affairs, Commerce Clearing House, International Foundation of Employee Benefits Plans, etc.

\* Includes retirees.

(Revised 2-9-99)

**Spectrum Institute**

Research & Policy Division of the American Association for Single People  
P.O. Box 65756, Los Angeles, CA 90065 / (323) 344-9580 / e-mail: [mailbox@aasp.cc](mailto:mailbox@aasp.cc)

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**Excerpts from**  
**FIELD POLL**  
**Done in February 1997**  
**asking 1,045 California adults**  
**questions about domestic partnership rights**

- Two thirds (67%) of the public would favor a law granting legal recognition to domestic partners living together in a loving relationship to have such family rights, such as hospital visitation rights, medical power of attorney and conservatorship.
- Almost six in ten (59%) would grant financial dependence status to domestic partners, whereby partners would receive benefits such as pensions, health and dental care coverage, family leave and death benefits.
- However, only a 38% minority would approve of a law that would permit homosexuals to marry members of their own sex and to have regular marriage laws apply to them. A majority (56%) disapproves of such a law and 6% have no opinion.
- The public is almost evenly divided (49% in favor and 43% opposed) on the question of whether there should be legislation which would mandate that California not recognize same-sex marriages performed legally in other states.

Table 2

Grant Financial Dependence Status to Domestic Partners to Receive Benefits Such as Pensions, Health, and Dental Care Coverage, Family leave and Death Benefits

	Favor	Oppose	No Opinion
<b>STATEWIDE</b>	59%	35	6
<b>PARTY IDENTIFICATION</b>			
Democrat	68%	27	5
Republicans	47%	48	5
Other	58%	29	13
<b>GENDER</b>			
Men	53%	41	6
Women	64%	30	6
<b>RELIGION</b>			
Protestant/Christian	50%	46	4
Roman Catholic	65%	28	7
Other Religions	67%	28	5
No Religious Preference	67%	24	9



## MassMutual American Family Values Study

Results of Focus Group and Survey Research

### See other side

for results of survey in which the overwhelming majority of people reject a definition of “family” that is limited to blood, marriage, or adoption, but instead define family as a group who love and care for each other.

## The Study:

The Mass Mutual American Family Values Study integrates two complementary research techniques. To gain an overview of Americans' views on family and family values, we conducted four focus groups, two in Baltimore, Maryland, and two in Denver, Colorado. The focus groups were followed by a statistically valid survey of 1,200 randomly selected American adults conducted by telephone between June 20 and 27, 1989. Results for the sample as a whole are accurate to within 3 1/2 percentage points.

## Executive Summary

### Americans are family centered:

Family is the central element in the lives of most Americans. Most Americans (81%) listed the family as one of their top two sources of pleasure in life. "Providing for myself and family" was also listed by more than half of our sample (51%) as one of their two greatest causes for worry. Others worry about declining family values (17%) and declining moral values (23%).

Further, many Americans accept the view that the root cause of our nation's pressing social problems can be found in the family. When asked to explain the incidence of crime and other social problems in the U.S., the largest group of respondents (20%) selected "parents failing to discipline their children." The next most frequent answer, "declining family values," was the choice of 17%.

### What family means:

Family is defined by Americans in emotional, rather than legal or structural terms. When offered three choices, only about one in five (22%) chose to define family in a legalistic way as "a group of people related by blood, marriage, or adoption." Nearly three quarters (74%) define family as "a group who love and care for each other." In the eyes of our respondents, the family performs two principal functions: 1) family is the base for caring and nurturing, and 2) family is the place where values are taught and learned.

## *DEFINITION OF FAMILY*

Which of the following statements comes closest to your definition of family:

- A group of people that is related by blood, marriage, or adoption . . . . . 22%
- A group of people living in one household . . . . . 3%
- A group of people who love and care for each other . . . . . 74%
- I'm not sure about this . . . . . 1%

*(Mellman & Lazarus, Mass. Mutual, 1989, National, 1,200 Adults, #14)*

## *Discrimination/Equal Pay*

Do you think that people who do the same job should receive the same pay regardless of their age, sex, race, or anything else -- that is, should there be equal pay for equal work?

- Yes . . . . . 88%
- No . . . . . 7%
- Depends . . . . . 4%
- No Opinion . . . . . 1%

*(Roper Organ., Opinion Research Corp., 1986, National, 1,009, Adults, #279)*



# TRINITY CATHEDRAL CHURCH

2620 CAPITOL AVENUE • SACRAMENTO, CALIFORNIA 95816  
 (916) 446-2513 • FAX/TTY (916) 446-2589 • WEB: <http://www.trinitycathedral.org>

THE RIGHT REVEREND JERRY A. LAMB, BISHOP OF NORTHERN CALIFORNIA  
 THE VERY REVEREND DONALD G. BROWN, DEAN

April 10, 1997

Assembly Member Carole Migden  
 State Capitol  
 Sacramento, CA 95814  
 Fax: 916-324-2936

Re: AB 1059 - Support

Dear Assembly Member Migden,

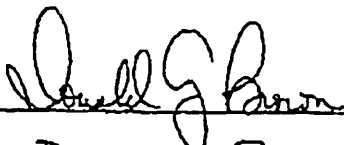
We write as members of the religious community in support of AB 1059 - Health Benefits for Domestic Partners.

We recognize that there are some individuals and groups in the community of faith who would deny health benefits to domestic partners on moral grounds. However, we represent a large number of Christians who hold another point of view on this matter.

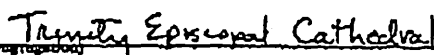
The biblical concept of family is a much broader vision than the modern family which is characterized as husband, wife and a couple of children. The biblical concept centers around the obligation one had to one's "household." A "household" included those who were related by marriage, genetics, or through affiliation with the household (for example Genesis 36:6, "then Esau took his wives, his sons, his daughters, and all the members of his household....and moved to a land some distance from his brother Jacob.") There are close to thirty different icons of what constitutes family presented in the Hebrew and Christian Testaments.

Those who are living together in domestic partnerships are certainly one icon of what it means to be a family. On these grounds, as well as on the basis of the fact that it is just and right for all in our society to have access to health insurance, we the undersigned clergy of Sacramento support AB 1059.

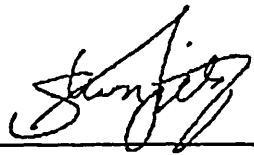
Sincerely,

  
 \_\_\_\_\_  
 Donald G. Brown

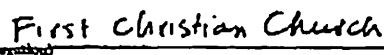
(Print Name)

  
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(Print Name)

  
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 Steven Fietz

(Print Name)

  
 \_\_\_\_\_

(Print Name)

John P. Bingham  
(Print name)  
JOHN P. BINGHAM

Sacramento Council of Churches  
(Congregation)

Carol M. Carter  
(Print name)  
CAROL M. CARTER  
Wesley United Methodist  
First United Methodist  
(Congregation)

Barry F. Cavaghan  
(Print name)  
BARRY F. CAVAGHAN

United Campus Ministry  
(Congregation)

Vincent Brady  
(Print name)  
VINCENT BRADY

Cathedral of the Blessed Sacrament  
(Congregation)

George E. Herbert  
(Print name)  
GEORGE E. HERBERT

Westminster Presbyterian  
(Congregation)

Jay K. Pierce  
(Print name)  
JAY K. PIERCE

CENTRAL United Methodist Church  
(Congregation)

Catherine M. Campbell  
(Print name)  
Catherine M. Campbell  
Hispanic Office, Episcopal Di. of No CA  
La Misión Hispana el Divino Salvador  
(Congregation)

George K. Meier  
(Print name)  
GEORGE K. MEIER

Pioneer Congregational Church  
(Congregation)

Carlos Schneider  
(Print name)  
CARLOS SCHNEIDER

ST. JOHN'S LUTHERAN CHURCH  
(Congregation)



**SENIORS' GROUPS SUPPORTING  
GENDER-NEUTRAL DOMESTIC  
PARTNERSHIP LEGISLATION  
1994 - 1999**

**American Association of Retired Persons**  
(1994: AB 2810 / 1997-98: AB 54 / 1998-99: SB 75)

**Area Agency on Aging**  
(1997-98: AB 54)

**California Commission on Aging**  
(1994: AB 2810 / 1995: AB 647 / 1997-98: AB 54)

**California Senior Legislature**  
(1994: AB 2810 / 1995: AB 647 / 1997-98: AB 54)

**Coalition of California Seniors**  
(1994: SB 2061, AB 2810 )

**Congress of California Seniors**  
(1994: AB 2810 / 1995: AB 647 / 1997-98: AB 427, AB 54, AB 1059  
1998-99: SB 75, AB 26)

**Gray Panthers**  
(1994: AB 2810 / 1995: AB 647)

**Triple-A Council of California**  
(1994: AB 2810 / 1995: AB 647 / 1997-98: AB 54)

**Older Women's League**  
(1994: AB 2810 / 1995: AB 647 / 1996: AB 3332  
1997-98: AB 54, AB 1059 / 1998-99: SB 75, AB 26, AB 107)

# **What Seniors' Groups Have Said About Domestic Partnership Proposals**

## **American Association of Retired Persons**

“The AARP State Legislative Committee, representing over 3 million members in California, voted to support AB 54 (Murray), as introduced December 2, 1996; an act relating to domestic partnership; registration and termination. . . .

“This is an issue of importance to the senior community due to the large number of senior citizens who gain companionship, security, and independence by living with a partner, but choose not to marry due to laws and regulations governing Social Security benefits, pensions, and family obligations.”

## **Older Women's League of California**

“The Older Women's League is pleased to be able to respond to your request for support for AB 54 . . . [M]any seniors find a domestic partnership the only alternative to deal with establishing a permanent relationship with another senior. Some seniors are widowed and their social security would be cut if they remarried . . . We also have women who find joining with another woman preferable to living alone for both social and economic reasons.

. . .

“We are concerned with older men and women who need a close support system to take care of such matters as hospital visitation and conservatorships. We believe that a domestic partnership would be a great advantage to such people.”

## **California Commission on Aging**

“Over 145,000 older and disabled persons in California are living together and are unmarried (1994 - California Department of Finance). . . . Creating a statewide registry for domestic partners will provide enhanced emotional and economic security for many of California's seniors. Registration will also provide for hospital visitation rights when a partner becomes ill, conservatorship rights if a partner becomes incapacitated, and the transfer of property to the surviving partner.” “[AB 54] is an important bill to seniors.”

## **Area Agency on Aging**

**“[AB 54] regards the rights of domestic partners. Older persons are clearly one of the prime beneficiaries of this bill. As you may know, some older persons live together to avoid financial penalties imposed by retirement pensions for married couples. This in no way decreases their commitment to each other but does simplify their lives.**

**“We believe that this bill presents a realistic view of today’s family and indeed promotes the value of family. It would also give domestic partners conservatorship rights and a domestic partner option on the official State Will form.”**

## **California Senior Legislature**

**“The California Senior Legislature (CSL) supports AB 2810 . . . relating to domestic partnerships. Recognizing domestic partnerships and providing various benefits for those partners, acknowledges what many older people have already discovered. Senior citizens have long been aware of the benefits of cohabitation and mutual dependence (whether financial,, emotional, physical or otherwise) in order to improve the quality of their lives.”**

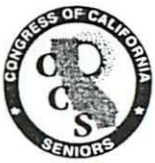
## **Congress of California Seniors**

**“The legislative committee of the Congress of California Seniors unanimously adopted a support position on AB 2810. . . This bill would allow rights given to other relationships to be extended to domestic partners. This legislation is right and is long overdue.”**

## **Gray Panthers**

**“We are writing in support of your Assembly Bills, AB 2810 and AB 2811. The provisions in these bills recognize changing lifestyles and a sensitivity to those changes. Too frequently, we have found, that when a significant other is hospitalized, it is not possible to be there to comfort. Your measure would assure that other than blood relatives have a right to be at the bedside of a sick or dying friend.**

**“Although some of the issues are marred by unfeeling and intolerant persons, we believe that it is time to acknowledge alternatives in living. Civilized society must advance and throw off prejudices which are unfitting in the modern world.”**



# CONGRESS OF CALIFORNIA SENIORS

CALIFORNIA'S VOICE FOR THE NATIONAL COUNCIL OF SENIOR CITIZENS



March 11, 1998

Honorable Elihu Harris  
Mayor of Oakland  
One City Hall Plaza – 3<sup>rd</sup> Floor  
Oakland, CA 94612

Dear Mayor Harris:

I am writing on behalf of the Congress of California Seniors to urge that the City of Oakland change its Domestic Partners Policy to end the discrimination against benefits to opposite-sex domestic partners. It is ironic that the current Oakland policy will not permit opposite-sex domestic partners to receive health benefits while permitting same sex partners to receive the same benefits.

The Congress of California Seniors, which is a statewide organization with over 500,000 affiliated members, opposes discrimination against any domestic partners. We believe that access to health care is basic and should be available to the broadest possible groupings in our society.

Many people choose nontraditional relationships for a variety of reasons. They should not be punished for such choices. We strongly urge you implement changes in your policy to correct this unfortunate situation.

Sincerely,

A handwritten signature in cursive script that reads 'Bill Powers'.

Bill Powers, Chair  
Legislative Committee





# CONGRESS OF CALIFORNIA SENIORS

CALIFORNIA'S VOICE FOR THE NATIONAL COUNCIL OF SENIOR CITIZENS



March 11, 1998

Richard Atkinson, President  
University of California  
300 Lakeside Drive  
Oakland, CA 94612-3550

Dear Mr. Atkinson:

I am writing on behalf of the Congress of California Seniors to advise you of our deep concern regarding the University of California's recently announced policy on extending health benefits to some domestic partners of employees and retirees. It is ironical that the University system is proposing to discriminate against opposite sex partners in providing these benefits.

Our organization believes in universal health care coverage and we strongly oppose any discrimination in the provision of these benefits. Many people choose nontraditional relationships for a variety of reasons. They should not be punished for such choices, especially when it involves health care coverage. We strongly urge you to implement changes in your policy to correct this unfortunate situation.

Sincerely,

A handwritten signature in cursive script that reads 'Bill Powers'.

Bill Powers, Chair  
Legislative Committee



# National Organization for Women, Inc.

1000 18th Street, NW, Suite 700, Washington, DC 20036-5705 (202) 331-0066 FAX (202) 785-8576

September 17, 1997

Mr. Lloyd Rigler  
Lawrence E. Deutsch Foundation  
P.O. Box 828  
Burbank, CA 91503-0828

SEP 25 1997

Dear Mr. Rigler:

Thank you for your letter regarding domestic partnership. Let me assure you that NOW supports fair domestic partnership laws that do not discriminate based on sex. Our very successful Women-Friendly Workplace campaign includes a call for employers to eliminate all discrimination in the workplace – including discrimination based on marital or family status.

Thank you very much for the Spectrum Institute materials. Please have Mr. Coleman call the NOW office so that we can make time to meet with him. He also should feel free to forward any additional materials to my office.

For your information, I have enclosed some information on NOW's Women-Friendly Workplace campaign. Please help us further our work on these important employment issues by signing the pledge and joining the campaign. I have also enclosed a membership application so that you might join NOW. (If you are already a member, please pass it on to a supportive friend.)

Again, thank you for the materials and your letter. Thanks also for your ongoing support of NOW and the feminist movement.

Yours for NOW,

Patricia Ireland  
President

Enclosures

# HOW SEXIST DOMESTIC PARTNERSHIP LAWS AND BENEFITS PROGRAMS VIOLATE PRINCIPLES ENDORSED BY NOW

## 1. NOW is pro-choice.

NOW supports and defends the freedom of choice protected by the right of privacy. In the field of procreation, it is the freedom of choice to bear a child *or not* which is protected. In the area of marriage, it is the freedom of choice to marry *or not* which the right of privacy safeguards. The same principle of independence in making family-related decisions should protect the freedom of choice of an unmarried couple to become domestic partners rather than married spouses, without fear of discrimination or penalty.

## 2. NOW is anti-sexism.

NOW has been a champion when it comes to the passage of statutes and constitutional provisions prohibiting sex discrimination by the government and by private businesses. This principle lies at the core of NOW's participation in lawsuits and legislative efforts to remove gender restrictions from marriage laws which currently exclude same-sex couples. The same principle should stimulate NOW to oppose domestic partnership laws and benefits programs that exclude opposite-sex couples. Silence by NOW will only encourage the new legal institution of domestic partnership to become as sexist as the institution of marriage is and has been.

## 3. NOW promotes women-friendly workplaces.

NOW is promoting a "Women-Friendly Workplace Campaign." The principles underlying the campaign include: (1) providing a workplace free of discrimination based on sex, sexual orientation, and marital status; (2) adopting workplace policies that are genuinely family friendly; (3) providing all employee benefits without discrimination based on sex; and (4) so as not to discriminate based on marital status or sexual orientation, providing the same benefits to same-sex and opposite-sex domestic partners as are provided to spouses. Domestic partner benefits programs that exclude opposite-sex couples from participation are a form of sex discrimination. Such programs are not "women friendly" inasmuch as they disrespect the rights of unmarried women employees who would rather be domestic partners with their male life mates, and deny medical benefits to the female life mates of male employees who choose domestic partnership rather than marriage.

## 4. NOW is committed to ending marital status discrimination.

In its 1998 Declaration of Sentiments, NOW reaffirmed its commitment to ending marital status discrimination. "Same-sex only" domestic partner benefits programs have the effect of reinforcing and perpetuating marital status discrimination by requiring opposite-sex couples to become married in order to obtain equal compensation with married employees and unmarried same-sex domestic partners.



# National Gay and Lesbian Task Force

October 23, 1998

Thomas Coleman  
Executive Director  
Spectrum Institute  
PO Box 65756  
Los Angeles, CA 90065

Mr. Coleman:

I am writing to convey the National Gay and Lesbian Task Force's support for non-discrimination in domestic partnership benefits provision. The benefits of domestic partnership should not be restricted to gay, lesbian, bisexual and transgendered people. Instead, domestic partnership should be a vehicle through which the traditional family definitions are redefined to include a wider variety families, including heterosexual unmarried couples.

Just as discrimination based on sexual orientation is wrong, discrimination based on marital status is also wrong. The National Gay and Lesbian Task Force is committed to ending all forms of discrimination and fostering the opportunity for everyone to participate equally in society and, as the case is here, the workplace. While companies that extend domestic partnership benefits to same-sex partners only may be well-intentioned and deserve some commendation, equality should not be a piecemeal process, and one group should be not barred from the benefits which another group receives.

The National Gay and Lesbian Task Force works to eliminate prejudice, violence and injustice against gay, lesbian, bisexual and transgendered people at the local, state and national level. As part of a broader social justice movement for freedom, justice and equality, NGLTF is creating a world that respects and celebrates the diversity of human expression and identity and where all people may fully participate in society.

We support your continuing efforts to ensure that domestic partnership definitions are as broad and inclusive as possible. Thank you for your very hard work.

Sincerely,

Urvashi Vaid  
Director of the Policy Institute

2320 17th Street, NW  
Washington, DC  
20009-2702

VOICE 202.332.6483  
FAX 202.332.0207  
TTY 202.332.6219

[nglhf@nglhf.org](mailto:ngltf@nglhf.org)  
<http://www.nglhf.org>

CFC# 2622



# Gay and Lesbian Activists and Organizations

What they have said about the  
need to respect all family choices,  
and the need to include all unmarried  
couples, regardless of gender, in  
domestic partnership programs.

\* \* \*

Professor Arthur S. Leonard  
New York Law School

Paula Ettelbrick, Esq.  
Empire State Pride Agenda  
New York State

James Levin, Esq.  
New York City Attorney

Rudolph Serra, Esq.  
Detroit Human Rights Commissioner

William B. Kelley, Esq.  
Chicago Attorney

Zeke Zeidler  
California Assembly Candidate

Supervisor Tom Ammiamo  
San Francisco

Dr. Christopher Carrington  
San Francisco State University

Lesbian Rights Project  
San Francisco

**Statement of  
Professor Arthur S. Leonard  
New York Law School**

"If we are serious about the proposition that all people should be free to decide whether to marry or to structure their family life in some alternative way, and we are also serious about the concept of equal pay for equal work, then we should be supporting inclusive domestic partnership plans that do not discriminate based on the sex of the participants and their partners."

\* \* \*

Professor Arthur S. Leonard is one of this country's most eminent authorities on sexual orientation and the law. He is the editor of *Lesbian and Gay Law Notes*, a monthly publication which surveys and analyzes national legal and political developments involving personal privacy, sexual orientation, domestic partnership, and AIDS related issues. He is the author of several legal books and law review articles on these subjects, and is a respected and learned presence wherever law and ethics conjoin.

**Statement of  
Paula L. Ettelbrick, Esq.  
Empire State Pride Agenda**

"The primary goals of domestic partnership have always been two-fold: first, to achieve workplace equity in the distribution of critical economic benefits, and second, to recognize the reality of how many people structure their family lives.

"Not all of us fit neatly into the formalized structure of family as defined by marriage or blood. Most families are much more free-form and diverse than these structures allow for.

"But what we share -- gay or straight, married or not, with children or without -- is a commitment to love and care for each other which keeps the fabric of American society together."

\* \* \*

Paula Ettelbrick is one of the nation's foremost advocates for lesbian and gay family recognition. However, she does not believe that such recognition must come at the expense of other family configurations. As a result she supports inclusive domestic partnership programs and opposes "gays only" plans.

As the Legislative Counsel for New York's statewide lesbian and gay political group, Paula advocates in the state and local legislatures on a range of gay and lesbian issues. She was the prime architect and advocate for the recently introduced New York City domestic partnership bill that would grant status, access, and benefits to domestic partners at all levels of city government. Paula teaches Sexuality and the Law at both NYU Law School and the University of Michigan Law School.

She is the former Legal Director for Lambda Legal Defense and Education Fund, where she pioneered many of the policies, legal cases and advocacy efforts related to expanding the definition of family beyond the traditional guidelines. She has written and spoken extensively as a proponent of family diversity.

**Statement of  
James Levin, Esq.  
New York City**

"Domestic partnership benefits should be made available to anyone who is living in a relationship that varies from those which are allowed under the obsolete marriage laws in the United States. Every American citizen benefits from the extension of domestic partnership protection because it helps relieve potential financial distress and increase worker productivity.

"Interpersonal relationships in post-industrial society are undergoing vast changes, and relatively few people still live in the traditional nuclear family. However, as long as conservative religious groups continue to oppose changes in marriage laws which would incorporate these social changes, we must look to alternative legislation to secure the new relationships.

"I cannot believe there is any logical rationale for limiting the domestic partnership protections on the basis of sexual orientation."

\* \* \*

Attorney James Levin has a private law practice in New York. He is Emeritus Professor of Social Science of the City University of New York. Mr. Levin formerly served as a New York City Human Rights Commissioner. He has been involved in the struggle for equal rights for gays and lesbians for many years.

**Statement of  
Rudolph A. Serra, Esq.  
City of Detroit Human Rights Commissioner**

"When most people hear that one cannot discriminate based upon 'marital status' they think that it means that you cannot discriminate against people because they are single, engaged, married, separated, divorced, or widowed. 'Marital status' applies to everyone because every human being has a marital status.

"Likewise, 'sexual orientation' applies to everyone because every human being has a sexual orientation.

"Domestic partnership benefits should be available without regard to marital status or sexual orientation. Male-female couples who choose not to change their marital status, but who have family obligations together, should be able to secure such benefits.

"Domestic partnership benefits should recognize extended families that include close blood relatives, unrelated adults of the same or opposite-sex, and other combinations that exist in our modern, diverse society."

\* \* \*

Attorney Rudy Serra currently serves on the Human Rights Commission of the City of Detroit. He is an Officer-at-Large of the Michigan Democratic Party and President of the Gay and Lesbian Caucus. Serra is a former congressional aide and a former staff attorney for the Michigan Court of Appeals. He is president of the Stonewall Bar Association of Michigan, an association of gay and lesbian attorneys.

**Statement of  
William B. Kelley, Esq.  
Chicago, Illinois**

"Because marriage and domestic partnership are separate issues, the fact that unmarried opposite-sex partners can but do not marry is not a good reason to deny them the same type of fringe benefits [as married couples or same-sex partners]. Nor should they be compelled to marry in order to obtain such benefits.

"To deny fringe benefits to unmarried but not to married opposite-sex partners, while offering them to same-sex partners, can plausibly be viewed as illegal marital status discrimination.

"The omission can also be viewed as sexual orientation discrimination, to the extent of its intended effect or disproportional impact on heterosexuals who belong to unmarried opposite-sex couples.

"Third, there seems no reason to believe that including unmarried opposite-sex partners would be especially costly. The commonly cited statistics on minimal (< 3%) registration for such benefits are apparently derived from municipalities, *most of which already cover both opposite-sex and same-sex partners.*"

\* \* \*

Attorney William B. Kelley has been a leader in the gay rights movement for over 35 years. Currently, he is the chairperson of the Cook County Human Relations Commission. He formerly served as national co-chair of the Lesbian and Gay Law Association, a group whose membership includes hundreds of lesbian and gay attorneys and law students.

**Statement of Zeke Zeidler  
Candidate for California State Assembly**

“I support inclusive domestic partnership policies which are not limited to same-sex couples. We have fought for years against discrimination based on marital status and based on sexual orientation. I believe that policies which are limited to same-sex couples are discriminatory and inconsistent with our previous work.

“A large percentage of couples who wish to utilize domestic partnership benefits are seniors on fixed incomes which would be jeopardized if they married. Although I believe that domestic partnerships should be open to them, I would also lobby for the federal government to change the social security restrictions which discourage these couples from being married.”

\* \* \*

Attorney Zeke Zeidler has been involved in gay and lesbian rights for many years. He is a member of the board of directors of Life Lobby, a statewide organization lobbying in Sacramento on sexual orientation, domestic partnership, and AIDS related issues. He is actively involved in the California Democratic Party. Mr. Zeidler is the president of the Redondo Beach School Board. He is currently running for California State Assembly.

Member  
Board of Supervisors  
City and County of San Francisco



TOM AMMIANO

April 14, 1997

Mr. Thomas Coleman  
Spectrum Institute  
PO Box 65756  
Los Angeles, California 90065

Dear Mr. Coleman;

We agree completely on the Committee on Jobs proposals to dilute my Domestic Partners in City Contracts Ordinance. I do not and never have supported this proposal.

I believe that it is dead. Only two supervisors have expressed any interest in it.

It is absolutely correct that domestic partnerships were always intended as an alternative to marriage, not a second class imitation just for lesbians and gay men. Anti-discrimination legislation should not discriminate.

San Francisco voters expressed this very clearly by a more than 70% vote in support of Proposition K, creating our inclusive gender neutral system for domestic partnerships in 1990.

Please continue to keep me informed about issues of importance to you.

Sincerely,

  
Supervisor Tom Ammiano

TA/mhl.



**Subject: Copy of Letter to Oakland Council**

**Date: Thu, 09 Apr 1998 10:54:11 -0700**

**From: Christopher Carrington <topher@sfsu.edu>**

**To: tomcoleman@earthlink.net**

Dear Thomas Coleman:

Here is a copy of a letter I wrote to the Oakland City Council as per your request. Feel free to distribute this if you wish.

April 8, 1998

Honorable Mayor Elihu Harris  
and Oakland City Council Members  
One City Hall Plaza  
Oakland, CA 94612

RE: Domestic Partnership Benefits

Dear Mayor and Council Members:

Over the next few weeks you will take under consideration a staff report recommending that the City of Oakland extend to unmarried, opposite-sex partners equivalent compensation benefits as those now extended to same-sex partners. I strongly encourage you to accept the staff report and create equal access for all employees, regardless of marital status.

I am a sociologist studying lesbian, gay and bisexual families with a particular focus on the impact of paid work upon family life and vice versa. My research, soon to be published by the University of Chicago Press with the title: We Are Family: Domesticity and the Formation of Family in Lesbian and Gay Relationships argues that the most effective strategy that currently exists in public policy for the purpose of strengthening 'lesbigay' family life is through broadly-defined and inclusive domestic partnership policies. I argue that these policies should not be viewed as stepping stones to legal marriage. Rather, such policies should be viewed as an effort to provide employees with the freedom to choose who will be the recipient of an employee benefit that they earn as part of their compensation, as well as an effort to provide needed social benefits (like medical insurance) to a wider range of persons living within a diverse array of family formations.

Social policy should not treat marriage as the focus of pro-family policy. Families come in a multitude of forms and public policy should emphasize the effort to make those families happy, durable and equitable, regardless of the forms those families take. Let employees decide with whom they wish to share their employee benefits. And realize, that regardless of who that employee chooses, the extension of those benefits to another person will have the net effect of contributing to the employee's happiness, the happiness of her/his chosen family and to the public well being. Those are the noble goals of public policy and you have the opportunity to contribute to them in a meaningful way through expanding your domestic partnership policy to include opposite-sex partners.

Sincerely,

Dr. Christopher Carrington  
Department of Sociology  
San Francisco State University

**Quotes from**

**“Recognizing Lesbian & Gay Families:  
strategies for extending employment benefit coverage”**

**A publication of the  
LESBIAN RIGHTS PROJECT  
San Francisco, California**

**EXCERPTS FROM PAGE 23**

**“One question that will inevitably arise is whether unmarried heterosexual couples should be able to qualify for family partner benefits.”**

**“[M]ost individuals and groups which have been involved in the attempt to extend benefit coverage have eventually concluded that coverage should not be limited to same-sex couples.”**

**“It seems excessively judgmental to refuse to include those heterosexuals who have rejected the traditional marriage relationships. Heterosexual employees who are in stable and committed relationships should qualify for benefits for their partners for the same reasons that gay employees should. Succumbing to the institution of marriage, with its centuries-old cultural, religious and often oppressive overlays should not be necessary in order to provide for one’s loved one.”**

**“Including unmarried heterosexual couples in benefit schemes averts charges of discrimination, and makes a proposal more palatable to unions, fellow employees and the public.”**

## SUPERVISORS SHOULD "JUST SAY NO" TO PROPOSAL CUTTING STRAIGHT COUPLES OUT OF DOMESTIC PARTNER LAW

Before a new city contractor law has even taken effect, a major business lobby wants to have it watered down. Under the new law, which will take effect in June, corporations that have contracts with the city must give domestic partners the same employee benefits that they give to married spouses.

Supervisors Leslie Katz and Susan Leal caved in to the lobbyists when they introduced a proposal last week to cut unmarried straight couples out of the contractor law. A third openly gay supervisor, Tom Ammiano, has refused to endorse the measure.

The mayor and the other supervisors should "just say no" to the Katz-Leal proposal. Civil rights should not be sacrificed at the altar of financial gain -- and it is surely money that lies at the heart of the plan to eliminate straight couples from the contractor law.

The price of compliance would be minimal anyway. Studies show that medical costs increase only by about one percent when employers provide coverage to same-sex *and* opposite-sex couples.

Amending the law to permit the city to give taxpayer money to businesses that discriminate on the basis of sex and marital status, or that engage in reverse sexual orientation discrimination, would be a major step backwards. It would also be a slap in the face to thousands of unmarried heterosexual adults who live or work in San Francisco.

More than 60 percent of adults who reside in San Francisco are unmarried -- and most of them are straight. Only one-third of the city's households contain a married couple.

After being bombarded by protests from city residents when the Katz-Leal proposal surfaced last week, supervisors put the measure on hold. Maybe now the proposal will quietly fade into oblivion where it belongs.

The city has always included both same-sex and opposite-sex couples in its domestic partnership policies. Attempts to exclude straight couples have consistently been rejected.

For example, when a "gays only" benefits plan was suggested by a Health Benefits Task Force in 1984, then-mayor Diane Feinstein vetoed the proposal, explaining: "It clearly suggests the creation

of a special interest category of employees, and would deny benefits to others with similar needs. I cannot, in good conscience, accept a recommendation that does not provide fair treatment for all."

In 1989, the city's Human Rights Commission proposed a domestic partnership law that would "offer protection to all parties involved." It said that any definition of domestic partnership should be "inclusive in its letter and intent."

Then-mayor Art Agnos signed the measure into law that year, proclaiming: "Today marks an important milestone in San Francisco to adopt policies that recognize the diversity of families and extend to all people in our city the basic human right to form families of their own choosing." Unmarried opposite-sex couples are part of that family diversity, and nearly 40% of their households contain children.

When voters approved a domestic partnership registry in 1990, it was not just for same-sex couples. Unmarried straight couples were included.

It would be strange at this juncture, and especially under the mayoral tenure of Willie Brown, for the city now to give its stamp of approval to marital status discrimination. During his many years as a state legislator, Willie Brown always had an inclusive vision when it came to civil rights.

If the mayor gives the business lobby what it wants, he will be telling straight workers who seek equal benefits to "get married or get lost." This would undermine respect for family diversity and put a gaping hole in the city's broad civil rights agenda.

Making benefits -- about 30% of the total compensation package -- hinge on marital status also undermines the constitutional right of privacy which protects the *freedom of choice* to marry or not to marry. An employee's compensation should not vary depending on how that choice is exercised.

Equal pay for equal work is one of the prime goals of the domestic partnership movement. Unmarried straight employees work just as hard as their married or gay counterparts. They deserve equality in the benefits they receive, even if their family units don't fit the traditional "Ozzie and Harriet" model.

-- Thomas F. Coleman  
April 9, 1997

**San Francisco's Tradition of Inclusiveness  
in Defining Domestic Partnership and  
Its Commitment to End Marital Status Discrimination:**

*Will the Board of Supervisors and the Mayor end that tradition in 1997 by authorizing businesses to discriminate against opposite-sex domestic partners?*

**1. San Francisco Demographics (1990 Census):**

- \* 61% of the city's adults are not married
- \* 66% of the city's households do not contain a married couple
- \* 58% of the city's households consist of:
  - one adult living alone (39%)
  - or
  - a multiple-person unit containing unrelated adults (19%)

**2. San Francisco's history of using an *inclusive* definition of domestic partnership:**

1982 \* The original domestic partnership ordinance would have allowed two adults of either gender, who were not closely related by blood, to register as domestic partners and thereby gain family benefits.

1982 \* Mayor Feinstein vetoed the ordinance, because the benefits it conferred were not spelled out in detail, and because the ordinance did not require partners to assume binding obligations for each other's general welfare.

1984 \* The Mayor's Health Benefits Task Force recommended that the city extend health benefits to city employees who have a same-sex partner, but not to extend such benefits to employees with an opposite-sex partner.

1984 \* Mayor Feinstein rejected the proposal, stating: "It clearly suggests the creation of a special interest category of employees, and would deny benefits to others with similar needs. . . . I cannot, in good conscience, accept a recommendation that does not provide fair treatment for all."

1989 \* The Human Rights Commission held a hearing on Domestic Partnership, Marital Status, and Extended Family Policies, and then issued a report with its findings. The hearing focused on family diversity, the need for public policies recognizing the validity of non-traditional families, and the need to end discrimination against those families. It recommended the enactment of legislation "rectifying discrimination on account of domestic partnerships, marital status, or extended family status." It said the new law should "offer protection to all parties involved" and that any definition of domestic partnership be "inclusive in its letter and intent." (continued on next page)

1989 \* A domestic partnership proposal was introduced into the Board of Supervisor in May 1989. It was open to any two adults who were not closely related by blood. The parties were required to be jointly responsible for basic living expenses incurred while they lived together. In return, the city offered the partners various benefits, including some employment benefits such as family sick leave and bereavement leave. The proposal passed on June 5, 1989.

1989 \* Mayor Agnos signed the domestic partnership ordinance into law, stating: "Today marks an important milestone in San Francisco's effort to adopt policies that recognize the diversity of families and extend to all people in our city the basic human right to form families of their own choosing." He added: "Supervisor Britt's legislation has created a framework that clarifies the serious nature of family relationships in the lesbian and gay community and for other couples in committed relationships." The mayor created a Task Force on Family Policy to study: (1) whether the employment benefits provided to city workers should be expanded to include health coverage for domestic partners, and (2) whether the operation of city government should be altered in an effort to be more supportive of the diverse family structures found in the city.

1990 \* The Task Force on Family Policy issued its report and recommendations on June 13, 1990. The Task Force recommended that the city adopt a broad and flexible definition of "family" in its policies, laws, and programs, that would include persons who are not related by blood, marriage, or adoption, but who are socially and economically interdependent. In the context of employment, it specifically recommended that health benefits be extended to domestic partners (same-sex and opposite-sex) based on the principle of "equal pay for equal work for similarly situated persons."

1990 \* The voters approved a domestic partnership registry for city residents in November 1990. The registry is open to same-sex and opposite-sex couples who live together and who have agreed to be jointly responsible for basic living expenses incurred during the domestic partnership.

1991 \* The Health Service Board approved a plan to give health benefits to city employees with domestic partners (same-sex and opposite-sex) on May 7, 1991, and Mayor Agnos signed the measure into law on June 21, 1991.

1994 \* The Board of Supervisors voted on May 31, 1994, to exempt registered domestic partners from real estate transfer taxes if they end their partnerships, thus giving them the same exemption offered to spouses when they divorce.

1996 \* The Board of Supervisors voted to stop doing city business with firms that fail to offer the same benefits to domestic partners -- same-sex and opposite-sex -- as they do to spouses. Mayor Willie Brown signed the measure into law on November 8, 1996.

1997 \* Mayor Willie Brown and three members of the Board of Supervisors (Ammiano, Katz, and Leal) met with a major lobbying group for corporations in San Francisco on February 20, 1997. The Committee on Jobs, asked the city to exclude unmarried opposite-sex domestic partners from the new city contractor law.

# San Francisco Examiner

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Tuesday, April 8, 1997 · Page A 14

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## S.F. SUPERVISORS

*Compiled by Rachel Gordon  
OF THE EXAMINER STAFF*

In other business Monday, the Board of Supervisors, with Supervisors Amos Brown and Mabel Teng absent:

\* DOMESTIC PARTNERS: Were set to consider a proposal to remove unmarried straight couples from The City's new domestic partners law. But after a story on the proposal appeared in Friday's Examiner, the supervisors were bombarded with calls against the plan, and it has been put on hold. San Francisco's domestic partners law requires entities doing business with The City to offer the same benefits to workers in domestic partnerships as are provided married workers. The law now only applies to workers who have registered their domestic partners with a government entity. Corporate lobbyists want to amend the ordinance to allow companies to create their own internal domestic partners registries, and give them the right to include only same-sex couples. Backers of the amendment say that although straights could be excluded, it would expand the opportunity for gay and lesbian employee

**AMERICAN ASSOCIATION  
FOR  
PERSONAL PRIVACY  
18 OBER ROAD  
PRINCETON, NEW JERSEY 08540  
(609) 924-1950**

10 April 1997

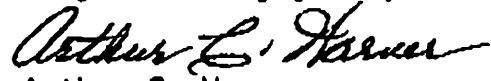
The Honorable Susan Leal  
San Francisco Board of Supervisors  
City Hall  
401 Van Ness Avenue  
San Francisco, California 94102

Dear Ms. Leal:

This is to commend you for having withdrawn your proposed amendment to the San Francisco city contractor law, which would have had the effect of barring unmarried opposite-gender couples from its provisions.

You may be interested to know that the writer of the accompanying copy of the letter to Supervisor Thomas Amiano was a founder of the Mattachine Society of New York.

Very sincerely yours,

  
Arthur C. Warner  
Director

FAX transmission  
2 pages

# FAIRNESS AND THE DISTRIBUTION OF EMPLOYEE BENEFITS: WHAT'S WRONG WITH EXCLUDING OPPOSITE-SEX COUPLES FROM DOMESTIC PARTNER BENEFITS PROGRAMS?

by Thomas F. Coleman

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As more employers consider extending domestic partner benefits to their workers, questions arise as to whether any such plan should be limited to same-sex couples or be open to all couples regardless of gender. Matters such as mandatory marriage, cost, morality and legality are the central issues in this discussion.

The fact that "same-sex couples can't marry" is an argument used by some gay and lesbian activists as well as some politicians who try to justify same-sex only benefits. However, more people in both of these categories now believe that it is wrong for an employer to force opposite-sex couples to marry in order to receive health and other job benefits.

There are many valid reasons why people choose domestic partnership over matrimony. These involve philosophical, political, economic, religious, and personal considerations.

Some feminists believe that marriage is an institution which historically has oppressed women. They favor bonding in a nonmarital family unit free of perceived domination. Domestic partnership serves that purpose.

There are married women who have divorced due to domestic violence against them or their children. When they find another mate, they may be reluctant to marry, at least for a few years. For them, domestic partnership is a means of re-establishing a family unit without surrendering themselves to a spouse through marriage.

Many seniors who are widowed, and many people of all ages with serious disabilities, do not marry because, if they do, they may lose their pension survivor benefits or government subsidies. Other seniors are fearful that a new marriage may create estate problems for their adult children.

There are also religious reasons. Some

people whose spouses have died, or who have been divorced against their will, have vowed never to marry again. To them, marriage is a religious experience they will have only once in a lifetime.

Domestic partnership is another matter entirely. It is a truly secular relationship that does not require a sexual element as matrimony presumably does. Widows or divorcees may want domestic partnership for purposes of companionship and security without any sexual overtones, and that should be their prerogative.

One may disagree with this premise on the theory that the law provides for 'civil' marriage. Fair enough, but let's examine this.

Many people believe that marriage is essentially a religious sacrament. That is why so many religious organizations are up in arms over the movement to legalize gay marriage.

The religious nature of matrimony is not removed when a government functionary performs a so-called "civil" marriage ceremony, any more than the sacrament of baptism would become a secular ritual simply if the government were to pass a law creating an initiation procedure called "civil" baptism.

"Marriage" carries religious implications which are at odds with a truly secular environment. Domestic partnership is intended to meet the needs for interpersonal bonding between persons who are members of a secular society.

Cohabitation has now become a common form of interpersonal bonding. Whether a man and a woman cohabit is none of an employer's concern.

Simple equity requires equal pay for equal work. Compensation should not depend on whether employees are married, single, divorced, or widowed, or whether their domestic partner is a man or a woman.



Many gay and lesbian groups now include bisexuals and transgendered persons in their cause, and hence the acronym "GLBT" has emerged.

Should not a bisexual person have the right to register as a domestic partner if his or her primary partner is someone of the opposite-sex? Or will domestic partnership be turned into a ghetto institution open to homosexuals only?

What happens when a transgendered man who is already receiving domestic partner benefits for his male partner goes through sex reassignment surgery and thereby becomes a female? Should the couple be removed from the benefits plan and be told they must marry before they may reapply for benefits? And who knows whether the surgical change in his gender would entitle the couple to marry or would other legal procedures be required?

Another point needs to be considered. Opposite-sex couples may have a strong political reason for rejecting matrimony. Some men and women stand in solidarity with gay and lesbian couples and have refused to marry until gays are also legally allowed to marry. Should they be denied domestic partnership benefits in the meantime?

Again, even if same-sex marriage were legalized tomorrow, many if not most gays and lesbians would probably select domestic partnership rather than legal marriage. Should we therefore create two classes of same-gender couples, those who marry and receive benefits and those who register as domestic partners but are denied benefits?

Despite the foregoing, some people resist the notion of domestic partner benefits for straight couples, arguing that if they are unwilling to make a commitment, such couples are not deserving of any benefits.

In order to obtain domestic partner benefits, an employee and his or her partner must sign an affidavit in which they agree to share the common necessities of life and to be responsible for each other's common welfare. This is not a free lunch.

If opposite-sex couples are willing to sign that same affidavit and assume the same responsibilities as same-sex couples are, then why should they not be entitled to the same benefits?

There are conservatives who say that

"living in sin" is immoral. These folks claim that giving benefits to unmarried cohabitators promotes behavior contrary to religious values.

The principle underlying this argument merits further examination.

Many people hold that a person who has divorced and remarried or that a unmarried woman who has a child have both engaged in sinful behavior. Under such a "morality" theory of employee benefits compensation, a worker would not receive health benefits for his or her second or third spouse and the unmarried mother would not be entitled to receive benefits for her child.

If the same "morality" standards were to be applied across the board to all employees who may be leading so-called "sinful" lifestyles, then employers would only reward a few "virtuous" employees, giving benefits to a single worker with no partner, or to the first spouse of a married employee or children born in a first-time marriage.

Finally the issue of cost. Reliable studies demonstrate that inclusive plans are surprisingly affordable, with enrollment increasing by only one percent on a national average when opposite-sex *and* same-sex partners are covered. This is one of the reasons why nearly all government employers and most private companies with domestic-partner plans have rejected the "same-sex only" approach.

Besides these issues, there is the ever-present risk of litigation. Federal lawsuits are already pending against both Bell Atlantic and the City of Chicago alleging that "same-sex only" plans violate federal civil rights laws prohibiting sex discrimination. In addition, California's Labor Commissioner recently ruled that same-sex only plans violate that state's civil rights laws.

With this in mind, I return to the basic premise. Compensation should be based on merit and productivity, not on factors irrelevant to job performance such as gender, sexual orientation, marital status, or one's personal moral viewpoint.



Thomas F. Coleman is executive director of the American Association for Single People. AASP protects the rights of all single people and domestic partners with or without children. It has a web site at [www.singlesRIGHTS.com](http://www.singlesRIGHTS.com), and can be reached by telephone at (800) 993-AASP, or by mail at P.O. Box 65756, Los Angeles, CA 90065.

MONDAY, JANUARY 12, 1998 • PAGE 6

# Domestic Dispute

## Benefits Should Not Be Denied to Opposite-Sex Partners

By Thomas F. Coleman

The University of California regents recently decided to extend health benefits to some domestic partners of employees and retirees but not to others. By adopting a plan that excludes unrelated opposite-sex partners, little did the regents know what a legal mess they were creating.

The new plan gives domestic-partner health benefits only to "competent adults over the age of 18 in a long-term, committed domestic relationship who are precluded from marriage because they are of the same sex or incapable under California law of a valid marriage because of family relationship." The omission of opposite-sex partners from the new plan has two major legal flaws.

First, the last-minute advice of the university's attorney to add close blood relatives to a "same-sex only" plan proposed by the university's president is an obvious smoke screen intended to cover up sexual-orientation discrimination. Courts can see through such camouflage. But more important than that, the plan violates the constitutional privacy rights of unmarried employees and retirees.

The right of privacy not only protects people from the unwarranted collection or dissemination of confidential information, it also protects the freedom of choice of individuals in making highly personal decisions, such as those involving marriage, family, procreation and child rearing. The plan approved by the regents violates this freedom of choice aspect of the right of privacy.

The university is now telling employees and retirees that if they have the legal option of marrying their domestic partner, they must do so or the partner won't be added to the university's health plan. It apparently does not matter to the regents that unmarried employees or retirees may have strong personal, philosophical, political, economic or even religious reasons for not wanting to marry a household member.

Are the regents aware that, under California law, a male employee may legally marry his widowed stepmother or his unmarried stepsister? Or that a female retiree may marry her stepson or stepbrother? Do the regents know that an adopted male may marry his adoptive mother who is divorced or widowed? Or that a retiree may marry her adopted grandson? Did anyone advise the regents that brothers and sisters in a foster family are legally allowed to marry in California?

The absurdity of the situation is made more evident when one considers the same-sex vs. opposite-sex criteria. A male employee must marry a stepmother in order to put her on the university health plan, but a stepfather could be a domestic partner because he would be of the same sex as the employee. A female retiree would have to marry her adopted grandson in order to enroll him in the new plan, but her adopted granddaughter would qualify as a same-sex domestic partner.

The regents have no business intruding into private family relationships of university employees or retirees in

this manner. Most unmarried employees would not want to change the nature of their relationship with a relative to that of a husband or a wife. And why should they have to do so in order to obtain health benefits? Imposing such a requirement violates the right of privacy of employees and retirees, not to mention the right to equal protection of the law.

The exclusion of *unrelated* opposite-sex partners also violates their right of privacy, in addition to being sex and sexual-orientation discrimination. Many divorced or widowed retirees live with an unrelated domestic partner of the opposite sex. For a variety of reasons, they may want to be domestic partners rather than married spouses. That is why many seniors groups — the American Association of Retired Persons, the Older

Women's League, the California Senior Legislature and the Gray Panthers — support domestic partnership benefits for same-sex and opposite-sex couples.

It is irrational to recognize a same-sex couple as a family unit for purposes of university health benefits, but to exclude an unmarried man and woman who have a child. If the university considers the former to be a family, then why not

**The** regents have no business intruding into private family relationships of university employees or retirees in this manner.

the latter?

Perhaps the man wishes to marry, but the woman is reluctant to do so because her previous marriage was abusive and she has not fully recovered from the trauma of that relationship. Or maybe the couple plans to marry but has deliberately chosen an engagement period of two or more years.

Possibly the woman wants to marry, but the man is an atheist and believes that so-called civil marriage is a quasi-religious rite. After all, marriage is a religious sacrament. State-created civil marriage is really no different than would be an attempt by the government to institute "civil baptism" or "civil confession," labels that would carry religious overtones despite use of the term "civil."

In the long run, the only sensible and legal approach for the regents to take would be one similar to that used by Bank of America in which each employee can select one adult member of his or her household — a spouse, a domestic partner of the same or opposite sex, or a close blood relative who is dependent on the employee.

Such a plan would satisfy the principle of equal pay for equal work, giving each employee the same health-benefits compensation, regardless of his or her family configuration. It would also avoid implicating the university in discrimination on the basis of sex, sexual orientation or marital status. And, above all, it would end the absurdity of telling employees or retirees that, to get health benefits for their loved ones, they must marry their stepparent, adopted grandchild, foster sibling or other relative whom they are technically able to marry.

Lt. Gov. Gray Davis and Regent Ward Connerly have said that they will introduce a proposal at the next meeting of the regents to eliminate the cloud of illegality hovering over the current plan.

One simple way out of this mess would be for the regents to allow any two single persons living together as domestic partners to qualify, as long as they satisfy other legitimate and gender-neutral eligibility criteria.

Moving blindly forward with the current definition will not only lead to absurd results, it will trigger costly lawsuits.

Thomas F. Coleman, a Los Angeles attorney focusing on right of privacy issues and marital status and sexual orientation discrimination, has been executive director of the governor's Commission on Personal Privacy and a member of the California Legislature's Joint Select Task Force on the Changing Family.

# Well-Tied Knot

## AB 1982 Remains Wedded to Domestic Partnerships

By TRACY SYPERT

California Assemblyman Peter Knight's divorce petition has been denied by the state Senate.

Knight, R-Palmdale, had sought to undo the work of Democrats, who wedded domestic partner language to AB 1982, his bill to ban recognition of same-gender marriages.

But after an emotional floor flight that culminated Aug. 19 with Democratic Lt. Gov. Gray Davis casting a tie-breaking vote—the first time a lieutenant governor has used that authority in 21 years—the Senate approved AB 1982 with the domestic partner language intact.

His divorce denied, the Palmdale Republican is opting for annulment.

"As far as I'm concerned, the bill is dead," Knight said after the vote, adding that he would abandon attempts to move the bill out of the Senate.

Before Davis' intervention, the Senate had been deadlocked 20-20, with 16 Republicans, three Democrats and one Independent voting to remove the domestic partner language.

That language would establish a domestic partnership system in California. Registered couples would receive hospital visitation rights, standing to act on their lovers' behalf in legal matters, and health insurance benefits, if they or their lovers are employees of the state or have policies covered by state law. (Most California insurance policies are covered by federal law.)

"I've always opposed same-sex marriages. I've always supported domestic partnerships," Davis, who is eyeing a run for governor in 1988, told the



LIFE Lobby Director Laurie McBride

Senate. "It was an easy vote for me."

No lieutenant governor has cast a tie-breaking vote in the Senate since 1975, when Democrat Mervyn Dymally did so to move forward a bill that would end state prohibitions on a variety of sex acts between consenting adults. Technically, Gray's vote was not needed because removal of the amendments

required a majority vote.

Knight's bill, as originally written and as passed by the state Assembly in January, would declare any marriages

'Our relationships are not second class. They deserve more than second-class standing.'

—LIFE Lobby Executive Director Laurie McBride

performed in other states between persons of the same gender invalid in California. Currently, all marriages performed in other states are recognized.

When Knight's bill got to the Senate Judiciary Committee in July, Nick Petris, D-Berkley, introduced the domestic partner amendments, which were eventually approved by the

Democratically controlled committee.

A week before the Senate's Aug. 19 vote, Knight had attempted to salvage his bill before the Senate Appropriations Committee by first requesting that the amendments be stripped, then attempting to substitute his own domestic partner language. Both motions were denied.

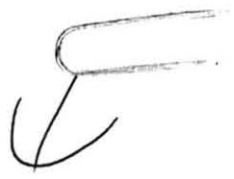
Knight said the amendments are an attempt by Democrats to kill the bill because they know Republican Gov. Pete Wilson won't sign domestic partnership into law.

"If the Democrats are unwilling to accept my compromise, it will be very clear to all that their only intention in attaching the domestic partner amendments was to derail the bill and legalize same-sex marriage," Knight said.

Under Knight's version of domestic partnership, any two people who live in the same house could be considered domestic partners and would receive hospital visitation, inheritance and conservatorship rights. There would be no state registry.

State Sen. Steve Peace, D-El Cajon, said Knight's proposal was so loosely written, it would cover any couple, "two men, a man and a woman, a dog and a cat.

"You took a bad idea and made it worse," Peace said. "You will bankrupt the state and every employer. This is a blank check."



JOHANSEN PHOTOGRAPHY

THIS WAS gender neutral

# UC Regents Defy Wilson, OK Gay Partner Benefits

Los Angeles Times

SATURDAY, NOVEMBER 22, 1997

■ **Policy:** Measure passes 13-12 even though governor appointed three new board members in effort to block it. Backers say change is needed to recruit, retain faculty.

By KENNETH R. WEISS and DAVE LESHER, TIMES STAFF WRITERS

The University of California Board of Regents handed Gov. Pete Wilson a major political defeat Friday with a cliffhanger vote extending health benefits to the partners of gay employees—an action the governor made an all-out attempt to block.

Wilson went so far as to hastily appoint three new regents this week—two on Friday—to shore up the number of opponents to the benefits proposal, which he condemned on legal and moral grounds, saying it “will devalue the institution of marriage.”

But in the end, Wilson fell one vote short and was undone by one of his own appointees, Regent Velma Montoya, whom he named to the board in 1994. Clearly conflicted over the issue, she hemmed and hawed and then decided to abstain from voting, thus allowing the proposal to pass 13-12. Without commenting, she quickly left the UCLA conference room where the regents were meeting.

Wilson was visibly upset after the vote. “I don’t think we’ve heard the last of this at all,” he vowed, though not specifying what moves he might take.

He also took on critics who have accused him of using the university for political gain. “I’m always accused of playing politics,” the governor said, angrily dismissing the idea. “Cynicism is one of the smaller problems you encounter in public life.”

The board’s decision was met with sustained applause from gay and lesbian UC employees and student activists who had jammed into meetings over the past two days of debate. University faculty and staff have been pushing for such extended benefits since 1981, arguing that it is only fair to give same-sex couples the same health coverage as married ones, because gay couples cannot legally marry—which until now has been a requirement to win coverage for a partner.

For some, it was a bittersweet victory.

“My partner of 11 years died of breast cancer last year,” said Dr. Rose Maly, an assistant professor of family medicine at UCLA. “She spent the last year of her life commuting an hour in traffic [to her own job] to keep her health benefits. She wouldn’t have had to do that if we had domestic benefits. It didn’t work out for her, but I’m hoping that it will be different for others.”

Friday’s vote means that by the middle of next year, an unknown number of university employees who live with same-sex partners will be able to obtain medical, dental and vision care at an estimated cost of \$1.9 million to \$5.6 million a year—on top of the \$400 million the university now spends on employee health care.

The new policy, UC officials said, will help them recruit and retain faculty that they were losing to Stanford University, Harvard University, MIT, the University of Michigan and other schools that offer such benefits to same-sex partners.

The regents decided to order further study of a related proposal to open married student housing to gay and lesbian couples.

For the governor, the vote on benefits was a setback made all the more significant by his aggressive and bare-knuckles attempt to defeat the measure. Wilson bent some legislative rules, his critics said, and applied all of the force he could muster from his office Friday.

Opponents said the fact that he came up short will open him up to charges that he is losing power as a lame duck and that he is once again attempting to gain a boost in his popularity by using the university as a high-profile political platform, as he did in 1995 in pushing for an end to affirmative action in admissions.

The governor also used up some valuable goodwill with Democrats in the Legislature, who had urged him not to seat the three new regents before legislators had more time to consider the selections.

Senate President Pro Tem Bill Lockyer (D-Hayward) said he views Wilson’s action as an attempt to seek favor with conservative Republicans for a possible presidential race in 2000. But he predicted that the governor will pay a price when his new appointments come before the Senate for confirmation. The appointees are allowed to sit as voting regents for as long as a year without approval of the Legislature.

“The single most important characteristic we look for when evaluating appointees to the Board of Regents is independence from political pressure,” Lockyer said. “All three of the members hastily appointed by the governor this week promptly failed to demonstrate any. So I am very skeptical about their chances of winning Senate confirmation.”

In Republican circles, some conservatives downplayed the governor’s loss and said he will still achieve a political boost by having taken a strong stand for family values. “Pete Wilson’s colors shone brilliantly,” said the Rev. Louis P. Sheldon, leader of the Orange County-based Traditional Values Coalition.

# UC: Wilson Defeated on Benefits for Gays

"He has drawn a line in the sand and defined the issue in a moral way like nobody else."

Friday's meeting opened with the surprise announcement that Wilson had made two appointments to the 26-member board that oversees the nine-campus UC system: John Hotchkis, a 65-year-old Republican and mutual fund manager from Pasadena who has contributed handsomely to Wilson's political campaigns over the years, and Carol Chandler, a 52-year-old former schoolteacher and farmer from Selma, who served as a delegate to the Republican National Convention.

Earlier in the week, he appointed Ralph Ochoa, a Sacramento lobbyist who in 1994 headed a group of Democrats supporting Wilson for governor.

Wilson's last-minute appointees, who filled the only vacancies on the board, all voted against extending benefits to gay partners.

Highlighting the escalating fight over the issue, every regent showed up for Friday's vote, including three statewide Democratic leaders who automatically sit on the board: Lt. Gov. Gray Davis, Assembly Speaker Cruz Bustamante and Supt. of Public Instruction Delaine Eastin. All three voted in favor of the benefits.

Much of Friday's discussion focused on the potential legal fallout from extending health benefits to same-sex couples but not to unmarried heterosexual couples.

Wilson and other conservatives argued that the policy invited costly lawsuits because it violates state law that prohibits discrimination on the basis of sexual preference. Although unmarried homosexual couples would qualify, they noted, their heterosexual counterparts would not.

They pointed to a recent decision by the state labor commissioner, who sided with a heterosexual couple's complaint that the city of Oakland's health coverage for same-sex couples should be expanded to include them.

## The New Regents

Just before the University of California Board of Regents considered a controversial measure to extend health benefits to gay partners, Gov. Pete Wilson announced the appointment of two new regents. Although they still must go before the state Senate for confirmation, they have full voting power.

Carol Chandler

■ Age: 52

■ Residence: Selma

■ Party affiliation: Republican

■ Background: Co-owner of Chandler Farms; past president of the Central Valley chapter of the California Women for Agriculture; member of the Fresno County 4-H Sponsoring Committee.

■ Education: Bachelor's degree in physical education from UC Davis and a master's degree in physical education from Fresno State.

John Hotchkis

■ Age: 65

■ Residence: Pasadena

■ Party affiliation: Republican

■ Background: Chairman of Hotchkis & Wiley in Los Angeles, which manages portfolios of pension, profit sharing and endowment funds for tax exempt institutions, such as colleges and universities; previously worked for Everett Harris & Co. and Dean Witter.

■ Education: Graduated from UC Berkeley in political science and has a master's degree in business administration from UCLA.

Los Angeles Times

James E. Holst, the university system's top attorney, agreed that the proposal carried some legal risks. Following his recommendation, the regents expanded the proposal so that health benefits will also cover an employee's financially dependent sister, brother or parent who lives with that employee.

That way, Holst said, UC's policy is making a distinction not on the basis of sexual preference, but on the basis of who can legally marry.

That would rule out heterosexual couples because they can legally marry and qualify for the benefits that way—while gay and lesbian couples do not have that option.

UC officials said that adding dependent family members will cost the state only a small amount.

Regents Ward Connerly, Gray Davis and others said they plan to resolve the legal issue completely by asking the board in January to further expand its health benefits to include unmarried heterosexual couples. In all—with the extra costs of Friday's action included—the university would be paying out an extra \$10.4 million to \$20.3 million per year in benefits, officials said.

UC officials stressed that they have no real way of determining how many of their 126,000 employees will opt for such benefits.

In order to qualify under the proposal adopted Friday, gay and lesbian partners—or the blood relatives—must have lived together for at least 12 consecutive months, show proof of mutual financial support and sign a document that they are committed to a long-term relationship.

DAVIS TELLS REPORTER  
HE FAVORS GENDER-  
NEUTRAL DP BENEFITS

**Track Record of**  
**Gray Davis**  
**Supporting Gender-Neutral**  
**Domestic Partner Laws**

Year	Public Office	Action for Gender-Neutral Domestic Partner Law
1994	State Controller	As Controller, he was a member of the CalPERS Board. Davis voted to support SB 2061 (Hart) which was a gender-neutral dp bill, with provisions similar to this year's AB 107 (Knox).
1996	Lt. Governor	As Lt. Governor, he was also President of the Senate. Davis cast a tie-breaking vote to retain a gender-neutral dp provision in AB 1982 (Knight). The provision was similar to this year's SB 75.
1997	UC Regent	As Lt. Governor, he was a member of the UC Board of Regents. Davis told the Los Angeles Times that he would ask the board to change its same-sex dp benefits program to make it gender neutral.
1998	Lt. Governor	AB 1059 (similar to this year's AB 26) passed the Legislature and was vetoed by then Governor Pete Wilson. Davis issued a press release, criticizing Wilson for not signing the gender-neutral bill into law. In the press release, Davis also said: "As Governor of California, I will lead the battle for domestic partner health care legislation."
1998	Candidate for Governor	Responding to a survey conducted by Spectrum Institute, Davis said in writing: "I support domestic partner employment benefits, but I oppose the "same-sex only" limitation. I believe that all domestic partners should be eligible for benefits, <i>regardless of the gender of the partners.</i> " He also said: "I support legislation defining "family" in an <i>inclusive</i> way in proposed laws." He added: "I believe that if unmarried partners function as a family unit, then the law should treat them as a family."

VOTES - ROLL CALL

MEASURE: AB 1982

AUTHOR: Knight

TOPIC: Domestic relationships.

DATE: 08/19/96

LOCATION: SEN. FLOOR

MOTION: ASSEMBLY THIRD READING AB 1982 KNIGHT AMEND - MOUNTJOY SET #1  
(AYES 20. NOES 21.) (FAIL)

AYES

\*\*\*\*

Ayala	Beverly	Costa	Craven	
Haynes	Hurt	Johannessen	Johnson	
Kelley	Kopp	Leonard	Leslie	
Lewis	Maddy	Monteith	Mountjoy	
Peace	Rogers	Russell	Wright	

NOES

\*\*\*\*

Alquist	Boatwright	Calderon	Dills	
Greene	Hayden	Hughes	Johnston	
Killea	Lockyer	Marks	Mello	
O'Connell	Petris	Polanco	Rosenthal	
Sher	Solis	Thompson	Watson	
Lt. Gov.	Davis			

ABSENT, ABSTAINING, OR NOT VOTING

\*\*\*\*\*

ANN

Hagen

**Candidate Survey on Family Diversity,  
Domestic Partnership, and Marital Status Discrimination**

Name of Candidate Assemblywoman Carole Migden  
(Please Print Clearly)

District 13

Questions about Family Diversity: (Select only one answer for each question.)

1. In a national survey done by Massachusetts Mutual Life Insurance Co., 1,200 adults were asked to select a definition of family. A minority (22%) selected a restrictive definition: "a group of people related by blood, marriage, or adoption." The majority (74%) selected an inclusive definition: "a group of people who love and care for each other."

If you had to make a choice, which *one* of these definitions would you select?

A "family" is a group of people related by blood, marriage, or adoption.

A "family" is a group of people who love and care for each other.

2. After a two-year study completed in 1988, the 38-member Los Angeles City Task Force on Family Diversity recommended that lawmakers, such as the City Council and state Legislature should be sensitive to the fact that "family" is now a term of art, capable of many variable definitions. The Task Force recommended that when the term "family" is used in proposed legislation, public officials should consider relevant definitional options and use an inclusive rather than restrictive definition of "family."

As a lawmaker, I would define "family" in an *inclusive* way in proposed laws.

As a lawmaker, I would use a *restrictive* definition of "family" in proposed laws.

3. The first-year report of the state Legislature's 26-member Joint Select Task Force on the Changing Family, issued in 1989, observed that no single description of California's families adequately captures their breadth and complexity. The Task Force found the following statement of the California Supreme Court, made in 1921, still relevant today: "Family may mean different things under different circumstances. The family, for instance, may be a group of people related by blood or marriage, or not related at all, who are living together in the intimate and mutual interdependence of a single home or household." In this spirit, the Task Force saw unmarried long-term partners as part of the mosaic of family diversity, recommending that "if those couples assume the responsibilities of a family, public policy should recognize them as a families and prohibit discrimination that impedes the economic well-being of their family members."

I believe that if unmarried partners function as a family unit, then the law should treat them as a family.

I believe that the law should not treat unmarried couples as a family unit.

RETURN TO: SPECTRUM INSTITUTE  
PO BOX 65756  
LOS ANGELES, CA 90065



Questions about Domestic Partnership: (Select only one answer for each question.)

4. Dozens of municipalities and school districts and hundreds of private employers throughout the nation now provide health, dental, and leave benefits to the domestic partners of their employees. The term "domestic partnership" has customarily been defined as: (1) two unmarried adults; (2) living together as a family unit; (3) sharing the common necessities of life; and (4) assuming responsibility for the general welfare of each other. Some government and private employers restrict domestic partnership benefits to same-sex couples. Most allow all unmarried couples, regardless of gender, to apply for domestic partnership benefits. Groups such as the National Organization for Women and the Congress of California Seniors, oppose the exclusion of opposite-sex partners from dp benefits plans. The California Labor Commissioner ruled that it is illegal sexual orientation discrimination for government employers to exclude opposite-sex partners from dp benefits programs.

I support the extension of employment benefits to domestic partners, but I believe that domestic partner benefits should be *limited* to same-sex couples.

I support domestic partner employment benefits, but I oppose the "same-sex only" limitation. I believe that all domestic partners should be eligible for benefits, *regardless of the gender* of the partners.

I oppose all domestic partner benefits programs.

5. Bills have been introduced in the past few years to protect the rights of domestic partners (regardless of gender). The following are two examples. Please indicate whether you support or oppose the objective of each of the following bills. (Select one answer for each.)

A. 1994 (AB 2810) / 1995 (AB 627) / 1997 (AB 54) [Registry and Basic Protections]

Would create a procedure for domestic partners to register with the Secretary of State. Would extend basic humanitarian protections to registered partners (a place to designate a dp on the statutory will form, hospital visitation rights, notice of conservatorship proceedings, priority to be appointed as a conservator). The bill passed both houses in 1994 but was vetoed by the Governor.

I support creation of a registration procedure and basic humanitarian protections.

I oppose a registry and oppose any legal recognition of domestic partners.

B. 1994 (SB 2061) / 1997 (AB 2061) [Benefits for state and local workers]

Would extend health and dental benefits to the domestic partners of state employees (such as New York, Vermont, and Oregon have done). Would also authorize the Public Employee Retirement System to administer such a benefits program for municipalities that participate in PERS if such municipalities want to extend health benefits to the domestic partners of their employees.

I support extending dp benefits to state employees and allowing PERS to administer such benefits for municipalities that want to give benefits to domestic partners of their workers.

I oppose extending benefits to domestic partners of state or local government employees.

MIGDEN SURVEY  
P. 2

**Candidate Survey on Family Diversity,  
Domestic Partnership, and Marital Status Discrimination**

Name of Candidate SHEILA KUEHL  
(Please Print Clearly)

District 41

**Questions about Family Diversity: (Select only one answer for each question.)**

1. In a national survey done by Massachusetts Mutual Life Insurance Co., 1,200 adults were asked to select a definition of family. A minority (22%) selected a restrictive definition: "a group of people related by blood, marriage, or adoption." The majority (74%) selected an inclusive definition: "a group of people who love and care for each other."

If you had to make a choice, which *one* of these definitions would you select?

A "family" is a group of people related by blood, marriage, or adoption.

A "family" is a group of people who love and care for each other.

2. After a two-year study completed in 1988, the 38-member Los Angeles City Task Force on Family Diversity recommended that lawmakers, such as the City Council and state Legislature should be sensitive to the fact that "family" is now a term of art, capable of many variable definitions. The Task Force recommended that when the term "family" is used in proposed legislation, public officials should consider relevant definitional options and use an inclusive rather than restrictive definition of "family."

As a lawmaker, I would define "family" in an *inclusive* way in proposed laws.

As a lawmaker, I would use a *restrictive* definition of "family" in proposed laws.

3. The first-year report of the state Legislature's 26-member Joint Select Task Force on the Changing Family, issued in 1989, observed that no single description of California's families adequately captures their breadth and complexity. The Task Force found the following statement of the California Supreme Court, made in 1921, still relevant today: "Family may mean different things under different circumstances. The family, for instance, may be a group of people related by blood or marriage, or not related at all, who are living together in the intimate and mutual interdependence of a single home or household." In this spirit, the Task Force saw **unmarried long-term partners** as part of the mosaic of family diversity, recommending that "if those couples assume the responsibilities of a family, public policy should recognize them as a families and prohibit discrimination that impedes the economic well-being of their family members."

I believe that if unmarried partners function as a family unit, then the law should treat them as a family.

I believe that the law should not treat unmarried couples as a a family unit.

**Return to:**  
**Spectrum Institute**  
**P.O. Box 65756**  
**Los Angeles, CA 90065**

**or fax back to:**  
**(213) 258-8099**

**Questions about Domestic Partnership: (Select only one answer for each question.)**

4. Dozens of municipalities and school districts and hundreds of private employers throughout the nation now provide health, dental, and leave benefits to the domestic partners of their employees. The term "domestic partnership" has customarily been defined as: (1) two unmarried adults; (2) living together as a family unit; (3) sharing the common necessities of life; and (4) assuming responsibility for the general welfare of each other. Some government and private employers restrict domestic partnership benefits to same-sex couples. Most allow all unmarried couples, regardless of gender, to apply for domestic partnership benefits. Groups such as the National Organization for Women and the Congress of California Seniors, oppose the exclusion of opposite-sex partners from dp benefits plans. The California Labor Commissioner ruled that it is illegal sexual orientation discrimination for government employers to exclude opposite-sex partners from dp benefits programs.

I support the extension of employment benefits to domestic partners, but I believe that domestic partner benefits should be *limited* to same-sex couples.

I support domestic partner employment benefits, but I oppose the "same-sex only" limitation. I believe that all domestic partners should be eligible for benefits, *regardless of the gender* of the partners.

I oppose all domestic partner benefits programs.

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I support creation of a registration procedure and basic humanitarian protections.

I oppose a registry and oppose any legal recognition of domestic partners.

<sup>427</sup>  
B. 1994 (SB 2061) / 1997 (AB ~~2061~~) [**Benefits for state and local workers**]

Would extend health and dental benefits to the domestic partners of state employees (such as New York, Vermont, and Oregon have done). Would also authorize the Public Employee Retirement System to administer such a benefits program for municipalities that participate in PERS if such municipalities want to extend health benefits to the domestic partners of their employees.

I support extending dp benefits to state employees and allowing PERS to administer such benefits for municipalities that want to give benefits to domestic partners of their workers. *The above description doesn't correctly reflect referenced bills. (see attached analysis).*

I oppose extending benefits to domestic partners of state or local government employees. *However,*

**Candidate Survey on Family Diversity,  
Domestic Partnership, and Marital Status Discrimination**

Candidate  
for both  
Assembly 14  
Senate 9

Name of Candidate Dion Aroner  
(Please Print Clearly)

Questions about Family Diversity: (Select only one answer for each question.)

1. In a national survey done by Massachusetts Mutual Life Insurance Co., 1,200 adults were asked to select a definition of family. A minority (22%) selected a restrictive definition: "a group of people related by blood, marriage, or adoption." The majority (74%) selected an inclusive definition: "a group of people who love and care for each other."

If you had to make a choice, which *one* of these definitions would you select?

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2. After a two-year study completed in 1988, the 38-member Los Angeles City Task Force on Family Diversity recommended that lawmakers, such as the City Council and state Legislature should be sensitive to the fact that "family" is now a term of art, capable of many variable definitions. The Task Force recommended that when the term "family" is used in proposed legislation, public officials should consider relevant definitional options and use an inclusive rather than restrictive definition of "family."

As a lawmaker, I would define "family" in an *inclusive* way in proposed laws.

As a lawmaker, I would use a *restrictive* definition of "family" in proposed laws.

3. The first-year report of the state Legislature's 26-member Joint Select Task Force on the Changing Family, issued in 1989, observed that no single description of California's families adequately captures their breadth and complexity. The Task Force found the following statement of the California Supreme Court, made in 1921, still relevant today: "Family may mean different things under different circumstances. The family, for instance, may be a group of people related by blood or marriage, or not related at all, who are living together in the intimate and mutual interdependence of a single home or household." In this spirit, the Task Force saw **unmarried long-term partners as part of the mosaic of family diversity**, recommending that "if those couples assume the responsibilities of a family, public policy should recognize them as a families and prohibit discrimination that impedes the economic well-being of their family members."

I believe that if unmarried partners function as a family unit, then the law should treat them as a family.

I believe that the law should not treat unmarried couples as a family unit.

**Questions about Domestic Partnership: (Select only one answer for each question.)**

4. Dozens of municipalities and school districts and hundreds of private employers throughout the nation now provide health, dental, and leave benefits to the domestic partners of their employees. The term "domestic partnership" has customarily been defined as: (1) two unmarried adults; (2) living together as a family unit; (3) sharing the common necessities of life; and (4) assuming responsibility for the general welfare of each other. Some government and private employers restrict domestic partnership benefits to same-sex couples. Most allow all unmarried couples, regardless of gender, to apply for domestic partnership benefits. Groups such as the National Organization for Women and the Congress of California Seniors, oppose the exclusion of opposite-sex partners from dp benefits plans. The California Labor Commissioner ruled that it is illegal sexual orientation discrimination for government employers to exclude opposite-sex partners from dp benefits programs.

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I oppose all domestic partner benefits programs.

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I support creation of a registration procedure and basic humanitarian protections.

I oppose a registry and oppose any legal recognition of domestic partners.

B. 1994 (SB 2061) / 1997 (AB 2061) [Benefits for state and local workers]

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I support extending dp benefits to state employees and allowing PERS to administer such benefits for municipalities that want to give benefits to domestic partners of their workers.

I oppose extending benefits to domestic partners of state or local government employees.

ARONER SURVEY  
P. 2.

**Candidate Survey on Family Diversity,  
Domestic Partnership, and Marital Status Discrimination**

*Dem*

Name of Candidate Assemblymember Virginia Strom-Martin District AD1  
(Please Print Clearly)

**Questions about Family Diversity:** (Select only one answer for each question.)

1. In a national survey done by Massachusetts Mutual Life Insurance Co., 1,200 adults were asked to select a **definition of family**. A minority (22%) selected a restrictive definition: "a group of people related by blood, marriage, or adoption." The majority (74%) selected an inclusive definition: "a group of people who love and care for each other."

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3. The first-year report of the state Legislature's 26-member Joint Select Task Force on the Changing Family, issued in 1989, observed that no single description of California's families adequately captures their breadth and complexity. The Task Force found the following statement of the California Supreme Court, made in 1921, still relevant today: "Family may mean different things under different circumstances. The family, for instance, may be a group of people related by blood or marriage, or not related at all, who are living together in the intimate and mutual interdependence of a single home or household." In this spirit, the Task Force saw **unmarried long-term partners** as part of the mosaic of family diversity, recommending that "if those couples assume the responsibilities of a family, public policy should recognize them as a families and prohibit discrimination that impedes the economic well-being of their family members."

I believe that if unmarried partners function as a family unit, then the law should treat them as a family.

I believe that the law should not treat unmarried couples as a family unit.

**Questions about Domestic Partnership: (Select only one answer for each question.)**

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I support domestic partner employment benefits, but I oppose the "same-sex only" limitation. I believe that all domestic partners should be eligible for benefits, *regardless of the gender* of the partners.

I oppose all domestic partner benefits programs.

5. Bills have been introduced in the past few years to protect the rights of domestic partners (regardless of gender). The following are two examples. Please indicate whether you support or oppose the objective of each of the following bills. (Select one answer for each.)

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Would extend health and dental benefits to the domestic partners of state employees (such as New York, Vermont, and Oregon have done). Would also authorize the Public Employee Retirement System to administer such a benefits program for municipalities that participate in PERS if such municipalities want to extend health benefits to the domestic partners of their employees.

I support extending dp benefits to state employees and allowing PERS to administer such benefits for municipalities that want to give benefits to domestic partners of their workers.

I oppose extending benefits to domestic partners of state or local government employees.

STROM - MARTIN  
p. 2

Dec

Debbie Shamos

4 pages

**Candidate Survey on Family Diversity,  
Domestic Partnership, and Marital Status Discrimination**

Name of Candidate Elaine ALQUIST  
(Please Print Clearly)

District 22

**Questions about Family Diversity: (Select only one answer for each question.)**

1. In a national survey done by Massachusetts Mutual Life Insurance Co., 1,200 adults were asked to select a definition of family. A minority (22%) selected a restrictive definition: "a group of people related by blood, marriage, or adoption." The majority (74%) selected an inclusive definition: "a group of people who love and care for each other."

If you had to make a choice, which *one* of these definitions would you select?

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As a lawmaker, I would define "family" in an *inclusive* way in proposed laws.

As a lawmaker, I would use a *restrictive* definition of "family" in proposed laws.

3. The first-year report of the state Legislature's 26-member Joint Select Task Force on the Changing Family, issued in 1989, observed that no single description of California's families adequately captures their breadth and complexity. The Task Force found the following statement of the California Supreme Court, made in 1921, still relevant today: "Family may mean different things under different circumstances. The family, for instance, may be a group of people related by blood or marriage, or not related at all, who are living together in the intimate and mutual interdependence of a single home or household." In this spirit, the Task Force saw unmarried long-term partners as part of the mosaic of family diversity, recommending that "if those couples assume the responsibilities of a family, public policy should recognize them as a families and prohibit discrimination that impedes the economic well-being of their family members."

I believe that if unmarried partners function as a family unit, then the law should treat them as a family.

I believe that the law should not treat unmarried couples as a family unit.

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SPECTRUM INSTITUTE  
PO BOX 65756  
LOS ANGELES, CA 90065

OR PAY BACK  
(13)  
258-8099



**Questions about Domestic Partnership: (Select only one answer for each question.)**

4. Dozens of municipalities and school districts and hundreds of private employers throughout the nation now provide health, dental, and leave benefits to the domestic partners of their employees. The term "domestic partnership" has customarily been defined as: (1) two unmarried adults; (2) living together as a family unit; (3) sharing the common necessities of life; and (4) assuming responsibility for the general welfare of each other. Some government and private employers restrict domestic partnership benefits to same-sex couples. Most allow all unmarried couples, regardless of gender, to apply for domestic partnership benefits. Groups such as the National Organization for Women and the Congress of California Seniors, oppose the exclusion of opposite-sex partners from dp benefits plans. The California Labor Commissioner ruled that it is illegal sexual orientation discrimination for government employers to exclude opposite-sex partners from dp benefits programs.

I support the extension of employment benefits to domestic partners, but I believe that domestic partner benefits should be *limited* to same-sex couples.

I support domestic partner employment benefits, but I oppose the "same-sex only" limitation. I believe that all domestic partners should be eligible for benefits, *regardless of the gender* of the partners.

I oppose all domestic partner benefits programs.

5. Bills have been introduced in the past few years to protect the rights of domestic partners (regardless of gender). The following are two examples. Please indicate whether you support or oppose the objective of each of the following bills. (Select one answer for each.)

A. 1994 (AB 2810) / 1995 (AB 627) / 1997 (AB 54) [Registry and Basic Protections]

Would create a procedure for domestic partners to register with the Secretary of State. Would extend basic humanitarian protections to registered partners (a place to designate a dp on the statutory will form, hospital visitation rights, notice of conservatorship proceedings, priority to be appointed as a conservator). The bill passed both houses in 1994 but was vetoed by the Governor.

I support creation of a registration procedure and basic humanitarian protections.

I oppose a registry and oppose any legal recognition of domestic partners.

B. 1994 (SB 2061) / 1997 (AB 2061) [Benefits for state and local workers]

Would extend health and dental benefits to the domestic partners of state employees (such as New York, Vermont, and Oregon have done). Would also authorize the Public Employee Retirement System to administer such a benefits program for municipalities that participate in PERS if such municipalities want to extend health benefits to the domestic partners of their employees.

I support extending dp benefits to state employees and allowing PERS to administer such benefits for municipalities that want to give benefits to domestic partners of their workers.

I oppose extending benefits to domestic partners of state or local government employees.

ALQUIST

p. 2

**Candidate Survey on Family Diversity,  
Domestic Partnership, and Marital Status Discrimination**

Name of Candidate Lou Papan  
(Please Print Clearly)

District 19

**Questions about Family Diversity: (Select only one answer for each question.)**

1. In a national survey done by Massachusetts Mutual Life Insurance Co., 1,200 adults were asked to select a **definition of family**. A minority (22%) selected a restrictive definition: "a group of people related by blood, marriage, or adoption." The majority (74%) selected an inclusive definition: "a group of people who love and care for each other."

If you had to make a choice, which *one* of these definitions would you select?

A "family" is a group of people related by blood, marriage, or adoption.

A "family" is a group of people who love and care for each other.

2. After a two-year study completed in 1988, the 38-member Los Angeles City Task Force on Family Diversity recommended that lawmakers, such as the City Council and state Legislature should be sensitive to the fact that "family" is now a term of art, capable of many variable definitions. The Task Force recommended that **when the term "family" is used in proposed legislation**, public officials should consider relevant definitional options and use an inclusive rather than restrictive definition of "family."

As a lawmaker, I would define "family" in an *inclusive* way in proposed laws.

As a lawmaker, I would use a *restrictive* definition of "family" in proposed laws.

3. The first-year report of the state Legislature's 26-member Joint Select Task Force on the Changing Family, issued in 1989, observed that no single description of California's families adequately captures their breadth and complexity. The Task Force found the following statement of the California Supreme Court, made in 1921, still relevant today: "Family may mean different things under different circumstances. The family, for instance, may be a group of people related by blood or marriage, or not related at all, who are living together in the intimate and mutual interdependence of a single home or household." In this spirit, the Task Force saw **unmarried long-term partners** as part of the mosaic of family diversity, recommending that "if those couples assume the responsibilities of a family, public policy should recognize them as a families and prohibit discrimination that impedes the economic well-being of their family members."

I believe that if unmarried partners function as a family unit, then the law should treat them as a family.

I believe that the law should not treat unmarried couples as a family unit.

**Questions about Domestic Partnership: (Select only one answer for each question.)**

4. Dozens of municipalities and school districts and hundreds of private employers throughout the nation now provide **health, dental, and leave benefits to the domestic partners** of their employees. The term “domestic partnership” has customarily been defined as: (1) two unmarried adults; (2) living together as a family unit; (3) sharing the common necessities of life; and (4) assuming responsibility for the general welfare of each other. Some government and private employers restrict domestic partnership benefits to same-sex couples. Most allow all unmarried couples, regardless of gender, to apply for domestic partnership benefits. Groups such as the National Organization for Women and the Congress of California Seniors, oppose the exclusion of opposite-sex partners from dp benefits plans. The California Labor Commissioner ruled that it is illegal sexual orientation discrimination for government employers to exclude opposite-sex partners from dp benefits programs.

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I support domestic partner employment benefits, but I oppose the “same-sex only” limitation. I believe that all domestic partners should be eligible for benefits, *regardless of the gender* of the partners.

I oppose all domestic partner benefits programs.

5. Bills have been introduced in the past few years to protect the rights of domestic partners (regardless of gender). The following are two examples. Please indicate whether you support or oppose the objective of each of the following bills. (Select one answer for each.)

A. 1994 (AB 2810) / 1995 (AB 627) / 1997 (AB 54) [**Registry and Basic Protections**]

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I support creation of a registration procedure and basic humanitarian protections.

I oppose a registry and oppose any legal recognition of domestic partners.

B. 1994 (SB 2061) / 1997 (AB 2061) [**Benefits for state and local workers**]

Would extend health and dental benefits to the domestic partners of state employees (such as New York, Vermont, and Oregon have done). Would also authorize the Public Employee Retirement System to administer such a benefits program for municipalities that participate in PERS if such municipalities want to extend health benefits to the domestic partners of their employees.

I support extending dp benefits to state employees and allowing PERS to administer such benefits for municipalities that want to give benefits to domestic partners of their workers.

I oppose extending benefits to domestic partners of state or local government employees.

**Alan**  
**Lowenthal**  
STATE ASSEMBLY • 54TH DISTRICT

CANDIDATE NAME: Alan Lowenthal  
PARTY AFFILIATION: Democrat  
OFFICE BEING SOUGHT: California State Assembly; 54<sup>th</sup> District  
PHONE: (562) 590-8400 FX: (562) 590-9195

CANDIDATE ADDRESS: 2809 East First Street  
CITY, STATE, ZIP: Long Beach, CA 90803

CAMPAIGN ADDRESS: 203 Argonne Avenue, STE 158  
Long Beach, CA 90803  
PHONE: (562) 590-8400 FX: (562) 590-9195

CAMPAIGN MANAGER: Mike Orlito PH: (562) 688-7449

COMMITTEE NAME: Alan Lowenthal for Assembly

TREASURER'S NAME: Mary Ellen Padilla

CAMPAIGN ID#: FPPC# 980544

CAMPAIGN CONSULTANTS: SG&A CAMPAIGNS

- 1) A "family" is a group of people who love and care for each other.
- 2) As a lawmaker, I would define "family" in an *inclusive* way in proposed laws.
- 3) I believe that if unmarried partners function as a family unit, then the law should treat them as a family.
- 4) I support domestic partner employment benefits, but oppose the "same-sex only" limitation. I believe that all domestic partners should be eligible for benefits, *regardless of the gender of the partners*.
- 5)
  - a) I support creation of a registered procedure and basic humanitarian protections.

**ALAN LOWENTHAL FOR ASSEMBLY**

203 ARGONNE AVENUE, SUITE 158 • LONG BEACH, CA 90803 • ID#980544 • (562) 439-2939

*Lowenthal*

## Candidate Survey on Family Diversity, Domestic Partnership, and Marital Status Discrimination

Name of Candidate LIZ FIGUEROA  
(Please Print Clearly)

District S10

**Questions about Family Diversity: (Select only one answer for each question.)**

1. In a national survey done by Massachusetts Mutual Life Insurance Co., 1,200 adults were asked to select a definition of family. A minority (22%) selected a restrictive definition: "a group of people related by blood, marriage, or adoption." The majority (74%) selected an inclusive definition: "a group of people who love and care for each other."

If you had to make a choice, which *one* of these definitions would you select?

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A "family" is a group of people who love and care for each other.

2. After a two-year study completed in 1988, the 38-member Los Angeles City Task Force on Family Diversity recommended that lawmakers, such as the City Council and state Legislature should be sensitive to the fact that "family" is now a term of art, capable of many variable definitions. The Task Force recommended that when the term "family" is used in proposed legislation, public officials should consider relevant definitional options and use an inclusive rather than restrictive definition of "family."

As a lawmaker, I would define "family" in an *inclusive* way in proposed laws.

As a lawmaker, I would use a *restrictive* definition of "family" in proposed laws.

3. The first-year report of the state Legislature's 26-member Joint Select Task Force on the Changing Family, issued in 1989, observed that no single description of California's families adequately captures their breadth and complexity. The Task Force found the following statement of the California Supreme Court, made in 1921, still relevant today: "Family may mean different things under different circumstances. The family, for instance, may be a group of people related by blood or marriage, or not related at all, who are living together in the intimate and mutual interdependence of a single home or household." In this spirit, the Task Force saw unmarried long-term partners as part of the mosaic of family diversity, recommending that "if those couples assume the responsibilities of a family, public policy should recognize them as a families and prohibit discrimination that impedes the economic well-being of their family members."

I believe that if unmarried partners function as a family unit, then the law should treat them as a family.

I believe that the law should not treat unmarried couples as a family unit.

**Return to:**  
Spectrum Institute  
P.O. Box 65756  
Los Angeles, CA 90065

**or fax back to:**  
(213) 258-8099

7. 311. PHONE NO. JAN. 31 1997 07:14:13  
**Questions about Domestic Partnership: (Select only one answer for each question.)**

4. Dozens of municipalities and school districts and hundreds of private employers throughout the nation now provide health, dental, and leave benefits to the domestic partners of their employees. The term "domestic partnership" has customarily been defined as: (1) two unmarried adults; (2) living together as a family unit; (3) sharing the common necessities of life; and (4) assuming responsibility for the general welfare of each other. Some government and private employers restrict domestic partnership benefits to same-sex couples. Most allow all unmarried couples, regardless of gender, to apply for domestic partnership benefits. Groups such as the National Organization for Women and the Congress of California Seniors, oppose the exclusion of opposite-sex partners from dp benefits plans. The California Labor Commissioner ruled that it is illegal sexual orientation discrimination for government employers to exclude opposite-sex partners from dp benefits programs.

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I support extending dp benefits to state employees and allowing PERS to administer such benefits for municipalities that want to give benefits to domestic partners of their workers.

I oppose extending benefits to domestic partners of state or local government employees.

FIGUEROA

P. 2

# SPECTRUM INSTITUTE

Research and Policy Division  
American Association for Single People

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The American Association for Single People (AASP) is a nonprofit membership organization dedicated to protecting the rights of single adults and domestic partners with or without children. Donations to AASP are tax-deductible under section 501(c)(3) of the Internal Revenue Code.

There are 80 million unmarried adults in the United States, making single people one of the largest groups in the nation. Unmarried people already constitute a majority of the adult population in most major cities and soon will be a majority in many states.

Despite their large and growing numbers, unmarried adults often face unjust discrimination as employees, tenants, consumers, and as ordinary citizens. Single people -- whether they live alone, with a partner or roommate, or with relatives -- deserve respect, dignity, and fair treatment.

AASP uses educational methods to dispel myths and stereotypes about single people. We work to end the stigmatization of unmarried couples and their children. We also promote fair treatment of single people and their families by government agencies and private businesses. And when it is necessary, we file legal briefs in court cases involving marital status discrimination.

In order to be successful, the work of AASP must be based on accurate information, whether the issue at hand involves economic facts, demographics, public opinion, or legal precedents. This essential function is provided by Spectrum Institute, the research and policy division of the American Association for Single People.

Spectrum Institute has been conducting such research and providing advice to public officials, corporate leaders, educators, attorneys, unions, and others since 1987. In 1999, the corporation formerly known as Spectrum Institute renamed itself as the American Association for Single People and began to recruit members. Spectrum Institute is now a division of this nonprofit tax-exempt corporation.

During the past 12 years, Spectrum Institute has issued a variety of publications, including policy reports, position papers, and legal briefs. Some were the product of independent research. Others were done in collaboration with government officials or agencies.

This booklet contains a list of publications available from Spectrum Institute. It also contains excerpts from some of the letters we received over the years from those who benefitted from our research and educational services.

Spectrum Institute is proud to continue its important work as the research and policy division of the American Association for Single People. A "think tank" of this nature is an essential component of the multi-faceted approach that AASP uses to protect the rights of unmarried adults.

Tax-deductible donations to support the work of Spectrum Institute should be made payable to AASP.

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## How to Order Publications

To order a publication, we request a donation to cover our copying and binding costs, as well as the cost of shipping and handling. The amount of the suggested donation is listed for each publication.

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Checks or money orders should be made payable and sent to the address listed below.

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[www.singlesrights.com](http://www.singlesrights.com)

*Publications Available From*  
**SPECTRUM INSTITUTE**  
Research and Policy Division  
American Association for Single People

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***Cleaves v. City of Chicago: A Federal Lawsuit Challenging the Dismissal of a Police Officer Who Took a Day of Leave When the Father of His Female Domestic Partner Was Dying***

Brief filed by Spectrum Institute arguing that the exclusion of opposite-sex couples from the city's domestic partner benefits program is illegal sex discrimination under Title VII and the Equal Pay Act (November 1998; 41 pp; \$10.00)

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**Positions of California Candidates in the General Election on Family Diversity, Domestic Partnership, and Marital Status Discrimination: A Survey by Spectrum Institute**

Summary of Findings (October 1998; 65 pp; \$10.00)

Tabulations of Data (October 1998; 138 pp. \$20.00)

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**Informational Briefing for California Candidates in the General Election on Family Diversity, Domestic Partnership, and Marital Status Discrimination**

Demographics, Public Opinion, Legal Precedents and More (September 1998; 147 pp.; \$25.00)

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**The American Civil Liberties Union and the Rights of Single People**

A Proposal for the ACLU to Make the Issue of Marital Status Discrimination a Priority (September 1998; 89 pp; \$12.00)

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**National Organization for Women and Domestic Partnership Rights**

A Proposal for Now to Promote Gender-Neutral Domestic Partner Laws and Benefits Programs and to Oppose Sexist Domestic Partner Restrictions (September 1998; 72 pages; \$10.00)

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***Biaz v. Hoffius: An Appeal Challenging the Denial of Housing to an Unmarried Opposite-Sex Couple by a "Religious" Landlord***

Brief filed by Spectrum Institute and others in the Michigan Supreme Court (June 1998; 53 pages; \$10.00)

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***Foray v. Bell Atlantic: A Lawsuit to End Sex Discrimination in Compensation and to Provide Gender-Neutral Benefits to Domestic Partners***

Brief in opposition to motion to dismiss (August 1998; 50 pp; \$10.00)  
Press Packet (May 1998; 50 pages; \$10.00)



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**Philadelphia City Council:  
Hearing on Domestic Partnership Bills**

Testimony and Background Materials on Religious Support for Inclusive Definitions of "Family" and "Domestic Partnership" (April 1998; 56 pages; \$10.00)

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**California Seniors Support Domestic Partner Benefits for All Couples Regardless of Gender**

Proposed Bills, Support Letters, Policy Studies: 1994 to 1998 (March 1998; 98 pp; \$13.00)

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**University of California Regents: Extending Employee Benefits to Domestic Partners**

Resource Materials (Nov.1997; 43 pp; \$10.00)

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***Tumeo v. University of Alaska: A Lawsuit Challenging the Denial of Benefits to Domestic Partners of State Employees***

Brief filed by Spectrum Institute arguing that giving benefits to spouses but denying them to domestic partners of employees is illegal marital status discrimination (October 1995; 35 pp; \$5.00)

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**The Hawaii Legislature Has Compelling Reasons to Adopt a Comprehensive Domestic Partnership Act**

Law review article by Thomas F. Coleman, Executive Director of AASP, and published by Tulane University School of Law, Volume 5, *Law and Sexuality*. (1995; 40 pp; \$10.00)

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**A Call to End Unfair Insurance Discrimination Against Unmarried Consumers**

Report of the Anti-Discrimination Task Force of the California Insurance Commissioner (July 1993; 87 pp; \$10.00) Supplement and Background Materials (186 pp; \$25.00)

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**Strengthening Family Relationships in Long Beach: An Assessment of Family Diversity in Community Life**

Report of the Long Beach Human Relations Commission (February 1991; 106 pp; \$15.00)

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**Unmarried Adults: A New Majority Seeks Consumer Protection**

Report of the Los Angeles City Attorney's Consumer Task Force on Marital Status Discrimination (March 1990; 126 pp; \$15.00) Background Materials (331 pp; \$30.00)

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**Planning a Family Policy for California**

Report of the California Legislature's Joint Select Task Force on the Changing Family (June 1989; 147 pp; \$15.00)

Team Report on California Couples (October 1988; 44 pp; \$6.00) Supplement to Couples Report: Background Materials (330 pp; \$25.00)

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**L.A. City Task Force on Family Diversity**

Final Report (May 1988; 120 pp; \$15.00) Public Hearings Transcript (329 pp; \$25.00) Reports of Research Teams (570 pp; \$50.00) Student Research Papers (353 pp; \$25.00)

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# SPECTRUM INSTITUTE

Research and Policy Division  
American Association for Single People

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## Comments About Our Work

“Your organization is the only one we found that has extensively documented the treatment of nontraditional families under public policy. We found the studies in which Spectrum Institute participated to be well-researched and well-written, and we relied on several of them in our research report. Please keep up the fine work you do to document and advocate for diversity in family and living arrangements.”

Deborah Chalfie  
*Women’s Initiative*  
American Association  
of Retired Persons

“Your family diversity report and the work are right on target! Congratulations on great work that’s really needed.”

Hon. Patricia Schroeder  
House of Representatives  
United States Congress

“The attendees at your session – ‘Will Domestic Partner Benefits Be In Your Future’ – rated your presentation, content and handout material very high. . . We also heard a lot of comments from attendees, that this session was one of the best. . .”

James A. Kinder  
Chief Executive Officer  
National Employee Benefits  
& Workers’ Compensation  
Institute

“As we patiently await the Georgia Supreme Court’s decision regarding the legality of the City of Atlanta’s domestic partnership legislation, let me again thank you for your wonderful amicus brief written on the city’s behalf. . . Your legal analysis was excellent . . . I believe your brief will be an invaluable resource for the Court in determining the outcome of the case. . . Your participation in our case greatly enhanced our chances of victory.”

Robin Joy Shahar, Esq.  
Assistant City Attorney  
City of Atlanta

“Just a note to say that I was well pleased with the amicus curiae brief on *Braschi v. Stahl Associates*, and with your excellent representation of the FSA position. We hope it helps to retain flexibility in family definition.”

Robert M. Rice, Ph.D.  
Executive Vice President  
Family Service America

“Thank you very much for the assistance you have provided the Municipality of Anchorage in its defense of its anti-marital status discrimination ordinance concerning renting of residential housing . . . The materials you have provided and the conversations we have had have been invaluable to the Municipality in this litigation.”

Cliff John Groh, Esq.  
Assistant Municipal Attorney  
City of Anchorage

“Your organization has had extensive experience in all areas of family issues and understands the potential ramifications of legislation of the magnitude of this bill. I would appreciate your expert testimony on ACA 28 and how it will affect California families.”

**Hon. Marguerite Archie-Hudson  
Assemblywoman  
California Legislature**

“We very much appreciate how helpful you have been in graciously providing the ACLU Foundation of Southern California with copies of public policy studies, articles, and other information about family diversity . . . Your activism that led to these studies and the good work you have done gathering materials will prove invaluable as we evaluate what role the ACLU might play in expanding the concept of ‘family.’”

**Harold Gunn  
Director of Gift Planning  
ACLU of Southern California**

“I would like to thank you for helping make our Seventh Annual Third Party Administrator Executive Forum and Eighth Annual MGU/Excess Insurer Executive Forum such successes. Our attendees seemed surprised and very interested in the information you presented . . . SIIA strives to meet all of our members educational needs and to bring them conferences and forums that are both informative and interesting. Your presence added greatly to meeting those goals.”

**Judi Dokter  
Director, Continuing Education,  
Self-Insurance Institute  
of America**

“My judicial thesis is completed, approved and I have been conferred the Master of Judicial Studies degree. Indeed, without your cooperative effort in submitting research materials and information, it is unlikely that I would have been able

to complete this ambitious undertaking. The topic and dissertation represents the cutting edge of family law and an important development under the New Jersey Prevention of Domestic Violence Act.”

**Hon. Mac D. Hunter, J.S.C.  
Judge  
Superior Court of New Jersey**

“Thank you very much for the information on the Alaska case and for explaining to me the intricacies of ‘depublishing’ opinions of the California Court of Appeal. I have put this very helpful information into a letter to the Massachusetts Supreme Judicial Court. Hopefully, it will make a difference. Thanks again.”

**Judith E. Beals  
Assistant Attorney General  
Commonwealth of  
Massachusetts**

“KCET’s ‘By the Year 2000’ series has had a program on ‘Family Diversity’ on the burner for some time. . . I couldn’t be more grateful that you and your project exist. I hope that the producer and research staff assigned to ‘Family Diversity’ can mine the wealth of information that you have amassed over the last three years. I can’t imagine doing this project without your cooperation and the contacts you have developed among both the political infrastructure and those people who represent the extraordinary number of diverse families affected.”

**Trace Percy  
Coordinating Producer  
KCET Public Television**

“Enclosed please find three copies of your segment that ran on ‘The O’Riley Report.’ It was a pleasure working with you. Hopefully you’ll come back very soon.”

**Makeda Wubneh  
Fox News Channel**

“Thanks very much for the time you spent talking to me about the Family Diversity Project and the future of families in California. The sources you gave me were invaluable.”

Lynn Smith  
**Orange County Edition**  
**Los Angeles Times**

“Just a quick letter to let you know how much I appreciated your assistance to the City of Bloomington. We did implement health insurance, bereavement leave, and FMLA coverage to domestic partners. Thanks again.”

Keith G. Dayton  
**Employee Services Director**  
**Bloomington, Indiana**

“Let me thank you very much for your part in our recent victory in *Tumeo v. University of Alaska*. I think it is the first published appellate court victory for domestic partner benefits, without regard to the sex of the partners. As such, it was great that it came out right. All this would not have been possible without the assistance of the amici, and especially Spectrum. . . My clients and I were proud to be sitting at the same table with Spectrum and you.”

William B. Schendel, Esq.  
**Civil Rights Attorney**  
**Fairbanks, Alaska**

“After reviewing the proposal from Spectrum Institute, I am pleased to inform you that Kaiser Permanente has decided to contribute \$10,000 to launch this innovative study to document extensive changes in family life in Long Beach and to assist the Human Relations Commission in developing public policy recommendations.”

Abelardo de la Pena, Jr.  
**Director of Public Affairs**  
**Kaiser Permanente**  
**Southern California Region**

“During my first six months in office I introduced a motion to adopt a policy of extending health and dental care benefits to domestic partners and dependents of all City employees. I am very grateful to Henry Hurd, of the Personnel Department, and Thomas Coleman, Executive Director of the Spectrum Institute, for providing invaluable research material and analysis that enabled me to bring forward the legislation much earlier than I thought possible. Without their assistance, many City employees would still be denied the peace of mind enjoyed by employees whose families have been covered by health benefits all along.”

Hon. Jackie Goldberg  
**City Council Member**  
**City of Los Angeles**

“I respectfully request your assistance regarding AB 54 (Domestic Partners). . . Your expert assistance is needed in responding to technical questions from committee members regarding domestic partnerships.”

Hon. Kevin Murray  
**Assemblyman**  
**California Legislature**

“I would greatly value your help regarding AB 1059. . . It would be particularly beneficial for you to outline the legal issues surrounding domestic partnership and health insurance and how AB 1059 would greatly benefit California citizens.”

Hon. Carole Migden  
**Assemblywoman**  
**California Legislature**

“Thank you for the packet of information you sent on domestic partnership benefits. It was wonderful to receive such in-depth, thorough material.”

Anne Guilfoile  
**Equality Colorado**

“Los Angeles County has now extended dental benefits to the domestic partners of county em-

ployees and to their dependents. Your assistance to Local 535 was invaluable in achieving this victory.”

**Phil Ansell**  
**Sr. Field Representative**  
**SEIU, Local 535**

“The board of supervisors voted to include medical benefits for domestic partners of county employees as part of the compensation package. The Family Diversity Project of Spectrum Institute worked diligently with Local 535, the Los Angeles County Labor Coalition, and other dedicated groups to achieve this collective goal. Again, we thank you for your commitment to providing consultation and strategic organizational services in our endeavors to win the tremendous victory!”

**Karen Vance**  
**SEIU, Local 535**

“Local 55 is deeply grateful for the extraordinary efforts that you and the Spectrum Institute put forth for our union member Al Edwards. It was only through those efforts which you made on behalf of Edwards that convinced the City Council to extend health benefits to all domestic partners of employees regardless of gender.”

**Steve Splendorio, President**  
**International Association**  
**of Fire Fighters, Local 55**

“Thank you for mailing me the March 1995 compilation of anti-privacy laws. It was an invaluable resource that saved me untold hours of statutory research in this challenge to the Louisiana Crime Against Nature Statute.”

**John D. Rawls, Esq.**  
**Civil Rights Attorney**  
**New Orleans, Louisiana**

“Thank you for taking time out to speak to me about domestic partner health benefits and for

your suggestions as to how I, as an executive in the insurance industry, can help effect change.”

**William Albinger Jr.**  
**Attorney at Law**  
**South Orange, New Jersey**

“Thank you for your help and referrals in connection with my story on health insurance coverage for domestic partners. I will continue to follow the issue and may pester you again in the future.”

**Kathy Robertson**  
**Reporter**  
**Bureau of National Affairs**

“Thank you for all of your assistance in helping me to create *The Domestic Partnership Organizing Manual*. . . I am particularly appreciative of the perspective you lent with regard to domestic partnership benefits and their importance to unmarried, heterosexual couples. Your advocacy on behalf of these constituents was one of the driving forces behind the manual’s strong stance favoring domestic partnership benefits for all, rather than solely GLBT couples.”

**Sally Kohn**  
**Research Fellow**  
**NGLTF Policy Institute**

“Attached is Planning Report #90-077 regarding proposals to limit the number of unrelated persons who may occupy a single-family dwelling. We would appreciate your review of the attached materials.”

**Joan E. Harper**  
**Senior Planner**  
**Planning Department**  
**City of San Diego**

“On behalf of the Senate Fellow Class, I would like to thank you for sharing with us information

on the Los Angeles Family Diversity Project and the changing structures of the American family. We enjoyed meeting you and learning about the work with which you are involved.”

Joanne Siu  
**Senate Committee on Health  
California Legislature**

“I want to thank you so much for responding to my request for information about California and Los Angeles-area family diversity studies. They were excellent and very helpful in putting together our Democratic Party of Illinois progressive caucus meeting.”

Brandon Neese  
**Deputy Clerk of Cook County  
Chicago, Illinois**

“I write to thank you for the wealth of information you were able to provide concerning the treatment of unmarried couples by the Automobile Club of Southern California. I was very impressed with your familiarity with the issue and appreciated your advice in identifying relevant court decisions . . . and other persons and groups in the community who share my concern. Continue the fine work.”

Eric E. Davis  
**Attorney at Law  
Los Angeles, California**

“Commission Chairperson, Tom Gill, would like to orient commission members before the first meeting is called. He would like to send each member Spectrum Institute’s Special Report of March 1995 [on domestic partnership laws].”

Pamela Martin  
**Staff Attorney  
Hawaii Commission on Sexual  
Orientation and the Law**

“I would like to take this opportunity to once again thank you for your contribution to the Spring quarter Real Estate Law course taught through the UCLA School of Business and Management Extension Program. The students of the class to which you lectured found your presentation both stimulating and informative. . . According to the students’ observations, your professional involvement in the case of *Smith v. Fair Employment and Housing Commission* (1996) 12 Cal.4th 1143, and your commitment to combating discrimination resulted in a highly thought-provoking experience for the entire class.”

Ralph M. Weiss  
**Adjunct Professor  
UCLA School of Business  
and Management**

“We are extremely honored to present the first Peter Scott Founder’s Award to the Family Diversity Project [of Spectrum Institute]. The Family Diversity Project has shaped the national debate about families . . . It provides research and advocacy which powerfully support our choices in the 90’s.”

Tribute and Award  
**Municipal Elections  
Committee of Los Angeles**

“With the conclusion of the work of the Joint Select Task Force on the Changing Family . . . the Senate Rules Committee would like to extend our deepest thanks and appreciation on behalf of the people of California for your dedicated and thoughtful service.”

Hon. David Roberti  
**Senate President Pro Tem  
California Legislature**

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**American Association for Single People**  
P.O. Box 65756, Los Angeles, CA 90065  
(323) 258-8955 / fax (323) 258-8099  
coleman@singlesrights.com



# The Policy Institute National Gay and Lesbian Task Force

June 2, 1999

Thomas F. Coleman, Executive Director  
Spectrum Institute  
American Association for Single People  
P.O. Box 65756  
Los Angeles, CA 90065

Dear Tom:

Thank you for all of your assistance in helping me to create *The Domestic Partnership Organizing Manual* for the Policy Institute of the National Gay and Lesbian Task Force. Your vast expertise in the area of domestic partnership policy was tremendously useful in crafting this key resource for the lesbian, gay, bisexual, transgender (GLBT) and ally community.

I am particularly appreciative of the perspective you lent with regard to domestic partnership benefits and their importance to unmarried, heterosexual couples. Your advocacy on behalf of these constituents was one of the driving forces behind the manual's strong stance favoring domestic partnership benefits for all, rather than solely GLBT couples. In my consultations with companies and individuals working toward domestic partnership benefits, many have been persuaded to include opposite-sex, unmarried couples in their policies as well. The work that you do and the arguments you further continue lay the groundwork for these accomplishments.

Once again, thank you for contributing all of your knowledge and support. I look forward to collaborating with you again on future projects.

Sincerely,

Sally Kohn  
Research Fellow

121 West 27th Street  
Suite 501  
New York, NY  
10001-6207

VOICE 212.604.9830  
FAX 212.604.9831

<http://www.nglhf.org>  
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CFC # 2622





**Kevin Murray** ASSEMBLYMAN, FORTY-SEVENTH DISTRICT

CHAIRMAN, ASSEMBLY TRANSPORTATION COMMITTEE  
CHAIRMAN, LEGISLATIVE BLACK CAUCUS

COMMITTEES:  
LOCAL GOVERNMENT  
PUBLIC SAFETY  
UTILITIES & COMMERCE

California Legislature

March 26, 1997

Tom Coleman  
Spectrum Institute  
P.O. Box 65756  
Los Angeles, CA 90065

Dear Mr. Coleman:

I respectfully request your assistance regarding AB 54 (Domestic Partners).

On Wednesday, April 2, 1997, AB 54 will be heard by the Assembly Judiciary Committee in room 437 of the State Capitol. Your expert assistance is needed in responding to technical questions from committee members regarding domestic partnerships. In addition, it would be particularly beneficial for you to outline the legal issues surrounding domestic partnership and how AB 54 would greatly benefit thousands of California citizens.

Thank you for your consideration of this request. I look forward to working with you on this important issue.

Sincerely,

KEVIN MURRAY  
State Assemblymember  
47th Assembly District

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CAPITOL OFFICE, STATE CAPITOL, SACRAMENTO, CA 95814 (916) 445-8800 FAX (916) 445-8899  
DISTRICT OFFICE, 400 CORPORATE POINTE, SUITE 725, CULVER CITY, CA 90230 (213) 292-8800 FAX (213) 292-8899  
E-MAIL: kevin.murray@assembly.ca.gov

TOTAL P. 02



PLEASE RESPOND TO:  
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P.O. BOX 942849  
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(916) 445-8077  
FAX (916) 323-8984  
  
 DISTRICT OFFICE  
1388 SUTTER STREET  
SUITE 710  
SAN FRANCISCO, CA 94109  
(415) 673-5560  
FAX (415) 673-5794  
E-MAIL: Carole.Migden@assembly.ca.gov

# Assembly California Legislature

CAROLE MIGDEN  
ASSEMBLYWOMAN, THIRTEENTH DISTRICT  
Chairwoman  
Assembly Committee on Appropriations

COMMITTEES  
Natural Resources  
Public Employees, Retirement  
and Social Security  
Public Safety  
Joint Legislative Budget  
Committee  
Special Committee on  
Welfare Reform  
Select Committee on California  
Horse Racing Industry  
Select Committee on  
Professional Sports



April 8, 1997

Tom Coleman  
Spectrum Institute  
P.O. Box 65756  
Los Angeles, CA 90065

Dear Mr. Coleman:

I respectfully request your assistance regarding AB 1059.

On Tuesday, April 15 at 9:00 am, AB 1059 will be heard by the Assembly Judiciary Committee in room 4202 of the State Capitol. Your expert assistance is needed in responding to technical questions from committee members regarding domestic partnerships. In addition, it would be particularly beneficial for you to outline the legal issues surrounding domestic partnership and health insurance and how AB 1059 would greatly benefit California citizens.

Thank you for consideration of this request. I look forward to working with you on this important issue.

Sincerely,

CAROLE MIGDEN

Would greatly  
value your  
help!

STATE CAPITOL, ROOM 2080  
SACRAMENTO, CA 95814  
(916) 445-1353  
(916) 324-4823 FAX

10951 W. PICO BLVD., #202  
LOS ANGELES, CA 90064  
(310) 441-9084  
(310) 441-0724 FAX

Senate  
California Legislature

**TOM HAYDEN**  
SENATOR  
TWENTY-THIRD DISTRICT



CHAIR:  
NATURAL RESOURCES  
AND WILDLIFE  
SELECT COMMITTEE ON  
HIGHER EDUCATION  
SUBCOMMITTEE ON COASTAL  
AND OCEAN PROTECTION  
AND RESTORATION  
COMMITTEES:  
BUDGET AND FISCAL REVIEW  
EDUCATION  
ENVIRONMENTAL QUALITY  
TRANSPORTATION

February 23, 1999

Thomas F. Coleman  
American Association for Single People  
P.O. Box 65756  
Los Angeles, CA 90065

Dear Mr. Coleman,

I am requesting your presence to testify before the Senate Industrial Relations Committee on Wednesday, February 24, 1999 to be an expert witness on SB 118 (Hayden). The subject of the bill is domestic partners and family care medical leave. Your testimony will be much appreciated.

Sincerely,

  
Senator Tom Hayden

# **SPECTRUM INSTITUTE**

**RESEARCH & POLICY DIVISION**

**AMERICAN ASSOCIATION FOR SINGLE PEOPLE**

**P.O. Box 65756, Los Angeles, CA 90065**

**(323) 258-8955 / [www.singlesRIGHTS.com](http://www.singlesRIGHTS.com)**