



HUMAN
RIGHTS
CAMPAIGN

QUES: RON BUNTING
DIST 2 DEL

1101 14th Street NW
Washington, DC 20005
Contact: Daniel Zingale
phone 202 628 4160
fax 202 347 5323

Talking Points

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OFFERING THE EMPLOYMENT NON-DISCRIMINATION ACT AS AN AMENDMENT TO THE DEFENSE OF MARRIAGE ACT

- Senators Kennedy, Jeffords and Lieberman are planning to offer the Employment Non-Discrimination Act to the Defense of Marriage Act when it reaches the Senate floor on September 5th.
- The Employment Non-Discrimination Act (ENDA) is a bill, first introduced in June 1994, that would ban job discrimination against people based on their sexual orientation. The bill includes a religious, military and small business exemption, and was crafted to succeed in a conservative environment. The bill specifically prohibits quotas and preferential treatment.
- Offering the Employment Non-Discrimination Act as an amendment to the Defense of Marriage Act (DOMA) in the Senate is a strategy that will put the proponents of the anti-gay bill on the defensive. DOMA supporters continue to wave polls that show that 70 percent of Americans oppose legalizing same-sex marriage. According to the latest Newsweek poll, 84 percent of Americans support equal rights for gay people and oppose job discrimination.
- We have called the Defense of Marriage Act nothing more than gratuitous election-year gay bashing. Attaching the Employment Non-Discrimination Act will call the bluff of the proponents of the anti-gay bill.
- President Clinton endorsed the Employment Non-Discrimination Act in October 1995.
- With 31 Senate co-sponsors and many Senators confirmed that they will vote "yes" on the ENDA amendment, this strategy has a solid chance of succeeding. ENDA also enjoys the support of major corporations such as Eastman Kodak, Quaker Oats and Bethlehem Steel, and Republican Govs. William Weld of Massachusetts and Christie Todd Whitman of New Jersey.
- Same-sex marriage is not legal in any of the 50 states. However, it is legal in 41 states to be fired from your job simply because you are gay. Congress should focus on the real problem of job discrimination against gay people that affects Americans right now. A Hawaii case that has sparked the same-sex marriage debate is not expected to be decided for approximately two years.
- We will continue to vigorously oppose the Defense of Marriage Act under any circumstances.

CRITICAL VOTE ON SEPTEMBER 5

On September 5th, the Senate will begin consideration of the "Defense of Marriage Act" (DOMA). One of the amendments to be offered to this blatantly discriminatory bill will be S. 932, the Employment Non-Discrimination Act (ENDA). President Clinton and Senate Majority Leader Tom Daschle support this strategy and have made this a priority, and are working to pass ENDA.

Senate ENDA Co-Sponsors S. 932

AKAKA
BINGAMAN
BRADLEY
BOXER
CHAFEE
DODD
FEINGOLD
FEINSTEIN
GLENN
HARKIN
INOUYE
JEFFORDS
KENNEDY
KERREY
KERRY
KOHL
LAUTENBERG
LEAHY
LEIBERMAN
LEVIN
MIKULSKI
MOSELEY-BRAUN
MOYNIHAN
MURRAY
PELL
REID
ROBB
SARBANES
SIMON
WELLSTONE
WYDEN

Total - 31

Confirmed Yes

BIDEN
DASCHLE

ENDA/DOMA Strategy Targets

Democrats
BAUCUS
BREAUX
BRYAN
BUMPERS
BYRD
CONRAD
DORGAN
FO RD
✱ GRAHAM
H EFLIN
HOLLINGS
JOHNSTON
NUNN
PRYOR
ROCKEFELLER

Republicans
BENNETT
CAMPBELL
COHEN
GORTON
D'AMATO
DOMENICI
FRAHM
FRIST
HATCH
HATFIELD
KASSEBAUM
MACK
McCAIN
SIMPSON
SNOWE
SPECTER
WARNER

TOTAL - 32

Republicans in italics