

GAY EQUALITY | JULY 2011

## Then and Now: How the State of Relationship Recognition Has Changed Since DOMA

By Lanae Erickson and Sarah Trumble

Fifteen years ago this month, the U.S. House of Representatives passed the so-called *Defense of Marriage Act* (DOMA).<sup>1</sup> The bill, which defined marriage as a union between one man and one woman under federal law, passed by a vote of 342-67—an outcome that roughly reflected public opinion at the time.<sup>2</sup> In this report, we go into a drawer and pull out a snapshot of the country's views and legal stance toward gay couples at the passage of DOMA and compare it to today.

This 15-year old snapshot seems aged beyond its years, reflecting a country whose views have significantly evolved. Five major indicators illustrate the seismic shift between then and now.

- 1) Public support for allowing gay couples to marry has doubled, from 27% to 53%.
- 2) The number of people living in jurisdictions that provide legal recognition to gay couples has leapt more than ten-fold, from 13 million to 143 million.
- 3) The number of states offering protections and benefits to gay state employees and their partners has jumped more than ten-fold, from 2 to 22.
- 4) The number of Fortune 500 companies offering protections and benefits to gay employees and their partners has increased more than fifteen-fold, from 19 to 291 companies.
- 5) A past Democratic President signed DOMA into law; the present Democratic President supports legislation repealing DOMA and has declined to defend the law in court.

These findings demonstrate a remarkable transformation on this issue to the point that it can be argued there is a crystallizing consensus in favor of legal relationship recognition for gay and lesbian couples—extending all the way to marriage in many parts of the country. In 1996, DOMA was thought to have

ended the debate on marriage. But it seems to have been only the beginning of a more profound shift in favor of gay and lesbian couples.

## ■ CHANGE #1

### Americans went from skeptical to accepting of gay and lesbian couples.

When DOMA passed in 1996, many Americans saw gay and lesbian people as outsiders. Now, Americans are far more likely to be accepting and see gay couples as part of the mainstream community. On questions from the definition of a family, to knowing someone who is gay, to whether gay couples should be allowed to marry, our country's views have shifted dramatically across nearly every demographic group—often by twenty percentage points or more. For example, while only 27% of the country supported marriage for gay couples when DOMA was passed, a solid 53% now support allowing gay couples to marry.<sup>3</sup> And while only 42% of Americans knew a gay person in 1992 (1996 numbers are not available), now a full 77% say that they know someone who is gay or lesbian.<sup>4</sup>

#### Public Opinion Shift: 1996-Today

|                                                                    | 1996 | Today |
|--------------------------------------------------------------------|------|-------|
| Relationships between gay adults should be legal <sup>5</sup>      | 44%  | 64%   |
| Knows someone who is gay or lesbian <sup>6</sup>                   | 42%* | 77%   |
| Homosexuality should be accepted by society <sup>7</sup>           | 44%  | 58%   |
| A gay couple raising children together are a "family" <sup>8</sup> | 29%  | 68%   |
| Gay couples should be allowed to marry <sup>9</sup>                | 27%  | 53%   |

\* From a 1992 survey; 1996 number not available.

Support for relationship recognition, including allowing gay couples to marry, has drastically increased across the entire population, but this change is even starker among certain key demographics. While 53% of the general public now supports marriage for gay couples, 59% of self-described Independents favor it, as do 65% of moderates.<sup>10</sup> And although it has long been evident that younger people are generally more supportive of relationship recognition for gay and lesbian couples than older generations, recent polls showing support for marriage at 70% among Americans ages 18-34 illustrate the staggering degree of this difference of viewpoint.<sup>11</sup>

Even among those who do not yet favor allowing gay couples to marry, there is broad support for legally recognizing those relationships in a significant way. Even as far back as 2008, significant supermajorities of Americans believed gay couples should have protections like inheritance (74%), social security (67%),

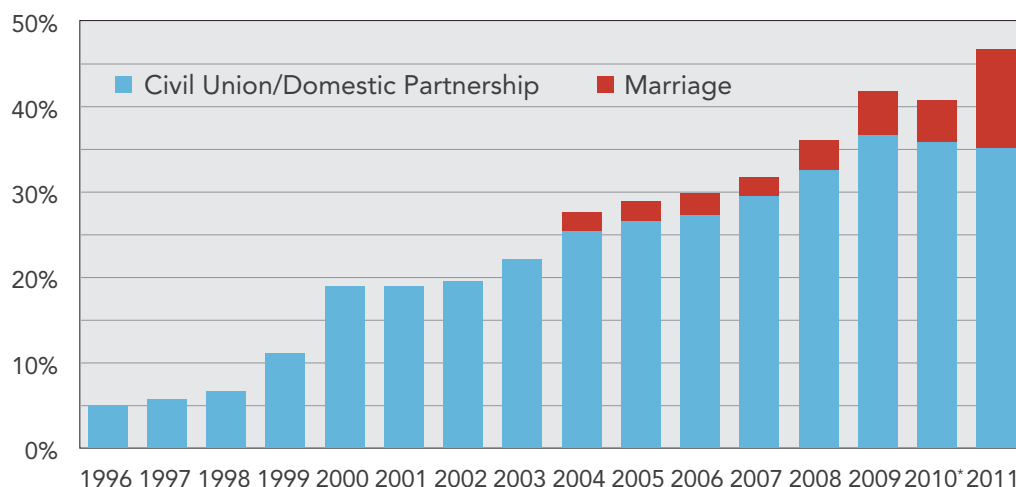
health insurance (73%), and hospital visitation (86%).<sup>12</sup> Those numbers are likely even higher today.

## ■ CHANGE #2

### Laws recognizing gay couples went from isolated to widespread.

In 1996, only 5% of Americans lived in a state or locality that had any form of legal recognition for gay and lesbian relationships. Today, fully 46.4% of the U.S. population resides in a state or locality with a relationship recognition law.<sup>13</sup> This translates to an increase from 13 million to 143 million Americans living in a jurisdiction that recognizes gay couples' relationships.<sup>14</sup>

**Percentage of U.S. Population Living in Jurisdictions with Relationship Recognition<sup>15</sup>**



\* 2010 decrease caused by transition from 2000 to 2010 Census numbers.

Gay and lesbian couples live in every state,<sup>16</sup> and in 99.3% of all counties in the United States.<sup>17</sup> Together they constitute 1% of all coupled households in the U.S.<sup>18</sup> Yet in 1996, not a single state in the country recognized the relationships of gay and lesbian couples.<sup>19</sup> A handful of cities had instituted domestic partnership registries within their localities to try to provide some protections to gay couples, but the vast majority of those couples lived in places without any form of legal recognition.<sup>20</sup> Today, of the more than 581,000 gay couples living in the United States, 28% are in legally recognized marriage or state equivalent relationships.<sup>21</sup> Approximately 9%, or 50,000, of those couples have married in the United States, and up to 5% have married internationally.<sup>22</sup> An additional 15% of U.S. gay couples are in legally recognized civil unions.<sup>23</sup>

Six states plus the District of Columbia now allow gay and lesbian couples to marry, and another 13 have passed civil union or domestic partnership laws that recognize gay couples' relationships.<sup>24</sup> Over 100 cities across the country

now have domestic partnership registries, including in states considered very conservative—like Georgia, Missouri, Kansas, and Utah.<sup>25</sup>

### Percentage of U.S. Population Living in Jurisdictions with Relationship Recognition Laws

|                                                                                             | 1996        | 2011         |
|---------------------------------------------------------------------------------------------|-------------|--------------|
| Living in a state that allows gay couples to marry <sup>26</sup>                            | 0%          | 11.4%        |
| Living in a state that offers civil unions <sup>27</sup>                                    | 0%          | 8.08%        |
| Living in a state with domestic partnerships or designated beneficiaries <sup>28</sup>      | 0%          | 22.1%        |
| Living in a state or locality with a domestic partner registry <sup>29</sup>                | 5.0%        | 32.8%        |
| <b>Total living in a state or locality with a relationship recognition law<sup>30</sup></b> | <b>5.0%</b> | <b>46.4%</b> |

## ■ CHANGE #3

### Public employee benefits for gay couples went from an anomaly to the norm—even in politically conservative states.

In 1996, only 2 states provided any form of benefits to partners of their gay public employees. Today, nearly half of the states in the country have voluntarily chosen to put their gay employees on equal footing with other workers by offering protections and health care benefits to their domestic partners or spouses. In fact, 49.3 percent of the U.S. population now lives in a state that offers domestic partner protections and benefits to public sector employees.<sup>31</sup>

Among the public sector, 22 states and the District of Columbia now extend some level of benefits to the partners of their gay public employees: Alaska, Arizona,<sup>32</sup> California, Colorado, Connecticut, Hawaii, Illinois, Iowa, Maine, Maryland, Michigan,<sup>33</sup> Montana, Nevada, New Jersey, New Mexico, New York, Oregon, Pennsylvania, Rhode Island, Vermont, Washington, and Wisconsin.<sup>34</sup> That is a 1000% increase from 1996, when only New York and Vermont offered these benefits.<sup>35</sup> In addition, more than 250 cities, counties, and municipalities across the country provide domestic partner benefits to their employees,<sup>36</sup> even in red states like Georgia, North Carolina, and Texas.<sup>37</sup>

### States Offering Benefits to Partners of Gay Public Employees<sup>38</sup>

| 1996                | 2011                                                                                   |                                                                                        |                                                                                          |
|---------------------|----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| New York<br>Vermont | Alaska<br>Arizona<br>California<br>Colorado<br>Connecticut<br>DC<br>Hawaii<br>Illinois | Iowa<br>Maine<br>Maryland<br>Michigan<br>Montana<br>Nevada<br>New Jersey<br>New Mexico | New York<br>Oregon<br>Pennsylvania<br>Rhode Island<br>Vermont<br>Washington<br>Wisconsin |

## ■ CHANGE #4

### Private sector recognition of gay couples increased from practically nonexistent to virtually standard practice.

Among the private sector, in 1981, not a single employer in the United States extended benefits to domestic partners of their employees.<sup>39</sup> By 1996, when DOMA passed, a mere 19 of the Fortune 500 companies offered such benefits.<sup>40</sup> By 2011, however, that number had risen to 291.<sup>41</sup> Today, more than 80% of Fortune 100 companies, almost two-thirds of Fortune 1000 companies,<sup>42</sup> and more than half of all surveyed private sector companies recognize gay couples' relationships and extend benefits to them.<sup>43</sup> Studies show that businesses of all sizes are increasing recognition of gay couples, and the biggest gains are visible amongst large employers.<sup>44</sup> As of 2009, 9,374 private, nonprofit, and union employers offered such benefits, and many of these companies assert that offering domestic partner protections to gay workers is useful for recruitment and retention of the best and the brightest employees.<sup>45</sup> Across the country, employers both public and private, in every shape and size, are recognizing gay couples' relationships, and doing so at a rapidly growing pace.

**Fortune 500 Companies Offering Benefits to Partners of Gay Employees: 1981-2011<sup>46</sup>**

| 1981 | 1996 | 2011 |
|------|------|------|
| 0    | 19   | 291  |

## ■ CHANGE #5

### Political leaders who once ran away are now running to support gay couples.

In 1996, President Bill Clinton—considered at the time to be the most gay-friendly President in history—signed DOMA into law. Just 15 years later, President Barack Obama has now determined he can see no basis upon which to defend that law in court, and he recently endorsed legislation repealing it. The Obama administration's decision to cease defending DOMA was announced after proposed laws once considered contentious, like hate crimes protections and the repeal of *Don't Ask, Don't Tell*, skated into law with little controversy under President Obama's leadership.

On the federal level, President Obama has issued a series of executive actions that would have ignited culture wars in the past:

- Issuing passports to gay couples in their married names, a practice that had previously been forbidden;<sup>47</sup>

- Ordering the Census Bureau to recognize and count gay couples who were married under state law as married for the purposes of the 2010 Census, a reversal of the previous policy under the Bush administration;<sup>48</sup>
- Extending protections to domestic partners and spouses of gay Foreign Service employees;<sup>49</sup>
- Ordering the extension of authorized federal benefits to partners of gay executive branch employees;<sup>50</sup>
- Extending the scope of the *Family and Medical Leave Act* (FMLA) to ensure that gay employees will be eligible for leave to care for the children of their partners, even if they have not legally adopted their partner's children;<sup>51</sup> and,
- Enhancing the ability of gay couples to visit and make medical decisions for each other in the hospital by requiring that any hospital accepting Medicaid or Medicare funds allow visitation from and designation of surrogate decision-making power to a gay person's partner.<sup>52</sup>

On the state level, Governor Andrew Cuomo of New York led a triumphant, bipartisan effort to make marriage legal for gay and lesbian couples in his state. Rather than casting him as an outlier on social issues, this effort has led to a remarkable national profile of Governor Cuomo as one of the premier new leaders in America.

The dynamic has shifted just as drastically on the opposition side. In 1996, the rhetoric around DOMA was red-hot and vicious. During the House floor debate, the bill's author Congressman Bob Barr (R-GA) said, "The very foundations of our society are in danger of being burned. The flames of hedonism, the flames of narcissism, the flames of self-centered morality are licking at the very foundations of our society: the family unit."<sup>53</sup>

Contrast the reaction of leading opponents to the Obama administration's announcement in February that it would no longer defend DOMA. As *The New York Times* observed:

*"In the hours that followed, Sarah Palin's Facebook site was silent. Mitt Romney, the former governor of Massachusetts, was close-mouthed. Tim Pawlenty, the former governor of Minnesota, released a Web video—on the labor union protests in Wisconsin—and waited a day before issuing a marriage statement saying he was 'disappointed.' Others, like Newt Gingrich, the former House speaker, and Haley Barbour, the governor of Mississippi, took their time weighing in, and then did so only in the most tepid terms. 'The Justice Department is supposed to defend our laws,' Mr. Barbour said."*<sup>54</sup>

On the Hill, the reaction was similarly muted. Speaker Boehner criticized the move as a distraction: "It is regrettable that the Obama Administration has

opened this divisive issue at a time when Americans want their leaders to focus on jobs and the challenges facing our economy.”<sup>55</sup> He then accused President Obama of trying to use the issue to his political advantage (something that would have been unthinkable in 1996), saying, “It strikes me as something that’s just as raw politics as anything I’ve seen, knowing that a lot of people who believe in DOMA are probably not likely to vote for him and pandering to the other side on this issue.”<sup>56</sup> In contrast to the fire and brimstone of the 1996 debate, these weak protestations seem to indicate that opponents no longer feel it is politically desirable, or even defensible, to use language which demonizes gay people and couples.

## ■ CONCLUSION

Fifteen years ago, President Clinton was seen as leading the most pro-gay administration in our nation’s history. Yet he signed the *Defense of Marriage Act*, saying, “I have long opposed governmental recognition of same-gender marriages and this legislation is consistent with that position.”<sup>57</sup> Fifteen years later, President Clinton said this about New York’s new marriage law.

*“Our nation’s permanent mission is to form a ‘more perfect union’—deepening the meaning of freedom, broadening the reach of opportunity, strengthening the bonds of community. That mission has inspired and empowered us to extend rights to people previously denied them. Every time we have done that, it has strengthened our nation. Now we should do it again, in New York, with marriage equality. For more than a century, our Statue of Liberty has welcomed all kinds of people from all over the world yearning to be free. In the 21st century, I believe New York’s welcome must include marriage equality.”<sup>58</sup>*

On DOMA, President Clinton said in 2009, “I changed my position. I am no longer opposed to that. I think if people want to make commitments that last a lifetime, they ought to be able to do it.”<sup>59</sup> A number of influential conservatives have made a similar shift, and key leaders like former Solicitor General Ted Olson and former RNC Chairman Ken Mehlman have now added their voices to the chorus of support for allowing gay couples to marry. Even former Republican Congressman Bob Barr, the original author of DOMA, has endorsed its repeal and now supports marriage for gay couples. As these leaders evolve, they seem to be speaking for an entire nation.

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## ■ APPENDIX A

### States with Relationship Recognition

| State | Type                               | Law                                                                                                |
|-------|------------------------------------|----------------------------------------------------------------------------------------------------|
| CA    | Domestic Partnership Registry      | Cal. Fam. Code §297-297.5                                                                          |
| CO    | Designated Beneficiaries Agreement | Colo. Rev. Stat. § 15-22-101 et seq                                                                |
| CT    | Marriage                           | <i>Kerrigan and Mock v. Connecticut Department of Public Health</i> ; Public Act No. 09-13         |
| DE    | Civil Union                        | SB 30 (2011)                                                                                       |
| DC    | Marriage                           | The Religious Freedom & Civil Marriage Equality Amendment Act of 2009, DC Code Sec. 46-401 et seq. |
| HI    | Civil Union                        | 2011 Hi. ALS 1                                                                                     |
| IL    | Civil Union                        | Illinois Religious Freedom Protection and Civil Union Act, SB1716 (2011)/ Public Act 96-1513       |
| IA    | Marriage                           | <i>Varnum v. Brien</i>                                                                             |
| MA    | Marriage                           | <i>Goodridge v. Department of Public Health</i>                                                    |
| ME    | Domestic Partnership Registry      | Me. Rev. Stat. Ann. tit. 22, sec. 2710                                                             |
| MD    | Domestic Partnership Registry      | SB 566 and SB 597/ Public Law Numbers 590, 599 (2008)                                              |
| NV    | Domestic Partnership Registry      | Senate Bill 283 (2009)                                                                             |
| NH    | Marriage                           | HB 73 (2009), HB 436 (2009)                                                                        |
| NJ    | Civil Union                        | Civil Union Act, P.L. 2006, Chapter 103 (2006)                                                     |
| NY    | Marriage                           | A08354                                                                                             |
| OR    | Domestic Partnership Registry      | Oregon Family Fairness Act, Public Law Number 99 (2007)                                            |
| RI    | Civil Union                        | H 6103/General Laws Title 15, Chapter 3.1                                                          |
| VT    | Marriage                           | SB. 115 (2009)                                                                                     |
| WA    | Domestic Partnership Registry      | Chapter 26.60 RCW                                                                                  |
| WI    | Domestic Partnership Registry      | 2009 Wisconsin Act 28, Assembly Bill 75, Section 774                                               |

## ■ APPENDIX B

### Cities with Relationship Recognition

| City                 | State | Ordinance                                                          |
|----------------------|-------|--------------------------------------------------------------------|
| Eureka Springs       | AZ    | City Ordinance 2052                                                |
| Phoenix              | AZ    | Ordinance G-5295                                                   |
| Tucson               | AR    | Ordinance 9898/ Tuscon Code 17-70                                  |
| Arcata               | CA    | City Ordinance No. 1285, Title V, §4500                            |
| Berkeley             | CA    | Human Relations and Welfare Commission Resolution No. 56, 106 N.S. |
| Cathedral City       | CA    | Title 11, §11.97                                                   |
| Davis                | CA    | Davis Municipal Code Ch. 10.05.05                                  |
| LA County            | CA    | Los Angeles County Code Ch. 2.210                                  |
| Laguna Beach         | CA    | Laguna Beach Municipal Code, Title 1, Ch. 1.12                     |
| Long Beach           | CA    | Long Beach Municipal Code Ch. 8.95                                 |
| Marin County         | CA    | Marin County Code Ch. 6.88                                         |
| Oakland              | CA    | Oakland City Council Resolution No. 72752                          |
| Palm Springs         | CA    | Palm Springs Municipal Code Ch. 2.45.070                           |
| Palo Alto            | CA    | Administrative Procedure – no citation available                   |
| Petaluma             | CA    | Petaluma City Ordinance No. 2089/ Code Ch. 1.20.010                |
| Sacramento           | CA    | Sacramento City Code Title 2.120                                   |
| San Francisco        | CA    | San Francisco Administrative Code §62                              |
| Santa Barbara        | CA    | Santa Barbara Municipal Code Chapter 9.135                         |
| Santa Barbara County | CA    | Santa Barbara County Code §42                                      |
| Santa Monica         | CA    | Santa Monica Municipal Code §4.60                                  |
| West Hollywood       | CA    | West Hollywood Municipal Code §2.84                                |
| Boulder              | CO    | Boulder Revised Code 12-4                                          |
| Denver               | CO    | Denver Revised Municipal Code 28-200                               |
| Hartford             | CT    | Hartford Code of Ordinances §2-63                                  |
| Broward County       | FL    | Broward County Domestic Partner Act of 1999                        |
| Gainesville          | FL    | Ordinance No. 0-07-46                                              |
| Key West             | FL    | Key West Code of Ordinances §§38-291 through 296                   |
| Miami                | FL    | Administrative Policy Manual 1-09                                  |
| Miami Beach          | FL    | Miami Beach City Code Chapter 62, Article IV                       |
| Miami-Dade County    | FL    | Domestic Partners and Family Health Coverage Ordinance             |
| Palm Beach County    | FL    | Ordinance No. 2006-002                                             |
| South Miami          | FL    | Ordinance 01-10-2026                                               |
| West Palm Beach      | FL    | Ordinance 3838-05                                                  |
| Athens-Clark County  | GA    | ACC Code §1-23-1                                                   |

| City                              | State | Ordinance                                                                       |
|-----------------------------------|-------|---------------------------------------------------------------------------------|
| Atlanta                           | GA    | Atlanta Code of Ordinances, Chapter 94, Article VII                             |
| Fulton County                     | GA    | Code of the Laws of Fulton County, Article V, Chapter 154                       |
| Cook County                       | IL    | Cook County Ordinance No. 03-O-18                                               |
| Oak Park                          | IL    | Oak Park Village Code Ch. 2-10-13                                               |
| Urbana                            | IL    | Ordinance No. 2005-04-061                                                       |
| Iowa City                         | IA    | Iowa City City Code Title 2 Ch. 6                                               |
| City of Lawrence                  | KS    | Chapter 10, Article 2 of the Code of the City of Lawrence, Kansas, 2006 Edition |
| New Orleans                       | LA    | City Code Chapter 87                                                            |
| Portland                          | ME    | Ch. 13.6                                                                        |
| Takoma Park                       | MD    | Res. 93-77                                                                      |
| Boston                            | MA    | City of Boston Ordinance 12 §9A                                                 |
| Brewster                          | MA    | City Bylaws Ch. 87 §§1-6                                                        |
| Brookline                         | MA    | Brookline Town Bylaws Article 9.1                                               |
| Cambridge                         | MA    | Cambridge City Code Title 2 §2.119                                              |
| Nantucket                         | MA    | Code of the Town of Nantucket, Part I, Administrative Laws, Ch. 34              |
| Provincetown                      | MA    | Provincetown General Bylaws, Chapter 7                                          |
| Truro                             | MA    | Town of Truro General Bylaws, Section 5                                         |
| Ann Arbor                         | MI    | Ann Arbor City Code Ch. 110 §§9.85-9.95                                         |
| Duluth                            | MN    | Duluth City Code Chapter 29D                                                    |
| Edina                             | MN    | Edina City Code Section 195                                                     |
| Golden Valley                     | MN    | Golden Valley City Code Section 2.22                                            |
| Maplewood                         | MN    | Domestic Partnership Ordinance                                                  |
| Minneapolis                       | MN    | Code of Ordinances Title 7 Chapter 142                                          |
| Red Wing                          | MN    | City Code, Section 2.15                                                         |
| Richfield                         | MN    | Section 120.03 Subd. 2 of the Richfield City Code                               |
| Robbinsdale                       | MN    | Ordinance No. 11-08                                                             |
| Rochester                         | MN    | City Ordinance Chapter 81                                                       |
| St. Louis Park                    | MN    | St. Louis Park City Code of Ordinance - Chapter 5                               |
| St. Paul                          | MN    | St Paul Legislative Code Chapter 186                                            |
| City of Columbia/<br>Boone County | MO    | Columbia Code of Ordinances 12-72-12-77                                         |
| Jackson County                    | MO    | Civil Union Registry                                                            |
| Kansas City                       | MO    | Kansas City Council Resolution No. 030953                                       |
| St. Louis                         | MO    | Saint Louis City Revised Code Ch. 8.37                                          |
| University City                   | MO    | Domestic Partner Ordinance, No. 6852                                            |
| Albany                            | NY    | Code of the City of Albany Ch. 245 §§12-14                                      |

| City                        | State | Ordinance                                                                        |
|-----------------------------|-------|----------------------------------------------------------------------------------|
| City of Ithaca              | NY    | Code of the City of Ithaca, Part II, Chapter 215, Article IV, §§215-19 to 215-27 |
| East Hampton                | NY    | Code of the Town of East Hampton, Part II, Chapter 90                            |
| Huntington                  | NY    | Code of the town of Huntington, NY Part II Chapter 98                            |
| New York City               | NY    | Executive Order No. 48 of 1993                                                   |
| North Hempstead             | NY    | Code of the Town of North Hempstead, Chapter 14A                                 |
| Rochester                   | NY    | City Code Ch. 47B                                                                |
| Rockland County             | NY    | Local Law No. 9 OF 2006                                                          |
| Southampton                 | NY    | Code of the Town of Southampton Chapter 152                                      |
| Southhold                   | NY    | Code of the Town of Southhold, New York Part II, Chapter 121                     |
| Suffolk County              | NY    | Local Law 26-2006                                                                |
| Town of Ithaca              | NY    | Resolution No. 2008-078                                                          |
| Village of Great Neck       | NY    | Code of the Village of Great Neck, Chapter 244                                   |
| Village of Great Neck Plaza | NY    | Code of the Village of Great Neck Plaza, Part II, Chapter 104                    |
| Village of Roslyn Estates   | NY    | Code of the Village of Roslyn Estates, Chapter 37                                |
| Westchester County          | NY    | Laws of Westchester County, Chapter 550                                          |
| Asheville                   | NC    | Resolution No. 11-43                                                             |
| Carrboro                    | NC    | Town Code §3-2.1                                                                 |
| Chapel Hill                 | NC    | Resolution 95-4-24/R-11c and Ordinance 95-4-24/O-8a                              |
| Cleveland                   | OH    | Title I, Ch. 109                                                                 |
| Cleveland Heights           | OH    | Cleveland Heights Codified Ordinances Ch. 181                                    |
| Toledo                      | OH    | Domestic Partner Registry Ordinance                                              |
| Yellow Springs              | OH    | Chapter 632 of the Village codified ordinances                                   |
| Ashland                     | OR    | City Program                                                                     |
| Eugene                      | OR    | Eugene City Code §§2.815 & 2.820                                                 |
| Multnomah County            | OR    | Ordinance No. 948                                                                |
| Harrisburg                  | PA    | City of Harrisburg's Ordinance 13-2008, Section 4-201.3                          |
| Philadelphia                | PA    | Executive Order No. 2-96                                                         |
| Pittsburg                   | PA    | Pittsburgh Code, Title One, Administrative, Article XI Personnel, Chapter 186    |
| Salt Lake City              | UT    | Mutual Commitment Registry, Ordinance No. 16 of 2008                             |
| Lacey                       | WA    | Lacey Municipal Code §2.86                                                       |
| Olympia                     | WA    | Olympia Municipal Code §2.82                                                     |
| Seattle                     | WA    | Seattle City Ordinance No.117244                                                 |
| Tumwater                    | WA    | Tumwater Municipal Code §5.60/Ordinance 099-046                                  |
| Dane County                 | WI    | Ordinance Chapter 60                                                             |

## ■ ENDNOTES

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