



BARRY M. KAMINS  
**PRESIDENT**  
Phone: (212) 382-6700  
Fax: (212) 768-8116  
bkamins@nycbar.org

October 11, 2007

Hon. Michael Ferguson  
214 Cannon House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

Dear Congressman Ferguson:

On behalf of the New York City Bar Association ("NYCBA"), I write to express our strong support for H.R. 2015 – the original version of the Employment Non-Discrimination Act ("ENDA") – which was introduced on April 24, 2007. In this original form, the ENDA bill is fully inclusive, prohibiting discrimination in employment based on both sexual orientation and gender identity (whether such sexual orientation or gender identity is actual or merely perceived). The bill also rightly outlaws discrimination against employees who associate with lesbian, gay, transgender, or otherwise gender-non-conforming co-workers, and prohibits retaliation against those who oppose employment practices forbidden by ENDA.

Founded in 1870, NYCBA has over 22,000 members in the New York area, around the United States, and in over 50 countries, and we are very pleased to count many lesbian, gay, bisexual, and transgender ("LGBT") members among our ranks. NYCBA's support for the original ENDA bill is grounded in our strong overall commitment to the struggle for the full equality and dignity of lesbian, gay, bisexual, and transgender persons.

While NYCBA enthusiastically supports ENDA in its original form, consistent with our nondiscrimination principles, we must oppose an alternative version of the bill, H.R. 3685 (introduced on September 27, 2007), which excludes gender identity as a protected category. Transgender and other gender-non-conforming employees are, without any doubt, among those most vulnerable to the disparagement, harassment, unfair treatment, and resulting economic hardship that the original ENDA bill was intended to eradicate. As a matter of fairness, these most vulnerable members of our society should not be denied the basic legal protections they critically need, and which H.R. 2015 would help to ensure. We therefore request that you reject H.R. 3685. In making this request, we join with the more than 250 current signatories of the National Gay & Lesbian Task Force's October 1, 2007 letter to members of Congress, which also seeks a "no" vote on the revised ENDA bill.

In closing, I note that, although many of the protections that the original ENDA bill would confer on LGBT employees are already available in New Jersey and New York City, the vast majority of American workers do not enjoy such protections.<sup>1</sup> The lack of such protection for LGBT persons impoverishes all of us. Accordingly, NYCBA respectfully urges you to vote with your colleagues in support of H.R. 2015.

Sincerely,

A handwritten signature in cursive script that reads "Barry Kamins".

Barry Kamins

---

<sup>1</sup>

Currently, only thirteen states and the District of Columbia ban discrimination based on sexual orientation and gender identity, including California, Colorado, the District of Columbia, Hawaii, Illinois, Iowa, Maine, Minnesota, New Jersey, New Mexico, Oregon, Rhode Island, Vermont and Washington. Another seven states, Wisconsin, Massachusetts, Connecticut, New Hampshire, Nevada, Maryland, and New York, limit non-discrimination laws to sexual orientation. Notably, none of these state or local laws provide the breadth of protection that an inclusive ENDA would.



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**PRESIDENT**  
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October 11, 2007

Hon. Rodney Frelinghuysen  
2442 Rayburn House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

Dear Congressman Frelinghuysen:

On behalf of the New York City Bar Association ("NYCBA"), I write to express our strong support for H.R. 2015 – the original version of the Employment Non-Discrimination Act ("ENDA") – which was introduced on April 24, 2007. In this original form, the ENDA bill is fully inclusive, prohibiting discrimination in employment based on both sexual orientation and gender identity (whether such sexual orientation or gender identity is actual or merely perceived). The bill also rightly outlaws discrimination against employees who associate with lesbian, gay, transgender, or otherwise gender-non-conforming co-workers, and prohibits retaliation against those who oppose employment practices forbidden by ENDA.

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In closing, I note that, although many of the protections that the original ENDA bill would confer on LGBT employees are already available in New Jersey and New York City, the vast majority of American workers do not enjoy such protections.<sup>2</sup> The lack of such protection for LGBT persons impoverishes all of us. Accordingly, NYCBA respectfully urges you to vote with your colleagues in support of H.R. 2015.

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October 11, 2007

Hon. Frank LoBiondo  
2427 Rayburn House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

Dear Congressman LoBiondo:

On behalf of the New York City Bar Association ("NYCBA"), I write to express our strong support for H.R. 2015 – the original version of the Employment Non-Discrimination Act ("ENDA") – which was introduced on April 24, 2007. In this original form, the ENDA bill is fully inclusive, prohibiting discrimination in employment based on both sexual orientation and gender identity (whether such sexual orientation or gender identity is actual or merely perceived). The bill also rightly outlaws discrimination against employees who associate with lesbian, gay, transgender, or otherwise gender-non-conforming co-workers, and prohibits retaliation against those who oppose employment practices forbidden by ENDA.

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October 11, 2007

Hon. Albio Sires  
1024 Longworth House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

Dear Congressman Sires:

On behalf of the New York City Bar Association ("NYCBA"), I write to express our strong support for H.R. 2015 – the original version of the Employment Non-Discrimination Act ("ENDA") – which was introduced on April 24, 2007. In this original form, the ENDA bill is fully inclusive, prohibiting discrimination in employment based on both sexual orientation and gender identity (whether such sexual orientation or gender identity is actual or merely perceived). The bill also rightly outlaws discrimination against employees who associate with lesbian, gay, transgender, or otherwise gender-non-conforming co-workers, and prohibits retaliation against those who oppose employment practices forbidden by ENDA.

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October 11, 2007

Hon. Pete King  
436 Cannon House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

Dear Congressman Pete:

On behalf of the New York City Bar Association ("NYCBA"), I write to express our strong support for H.R. 2015 – the original version of the Employment Non-Discrimination Act ("ENDA") – which was introduced on April 24, 2007. In this original form, the ENDA bill is fully inclusive, prohibiting discrimination in employment based on both sexual orientation and gender identity (whether such sexual orientation or gender identity is actual or merely perceived). The bill also rightly outlaws discrimination against employees who associate with lesbian, gay, transgender, or otherwise gender-non-conforming co-workers, and prohibits retaliation against those who oppose employment practices forbidden by ENDA.

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October 11, 2007

Hon. Michael A. Arcuri  
327 Cannon House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

Dear Congressman Arcuri:

On behalf of the New York City Bar Association ("NYCBA"), I write to express our strong support for H.R. 2015 – the original version of the Employment Non-Discrimination Act ("ENDA") – which was introduced on April 24, 2007. In this original form, the ENDA bill is fully inclusive, prohibiting discrimination in employment based on both sexual orientation and gender identity (whether such sexual orientation or gender identity is actual or merely perceived). The bill also rightly outlaws discrimination against employees who associate with lesbian, gay, transgender, or otherwise gender-non-conforming co-workers, and prohibits retaliation against those who oppose employment practices forbidden by ENDA.

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October 11, 2007

Hon. Yvette D. Clarke  
1029 Longworth House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

Dear Congressman Clarke:

On behalf of the New York City Bar Association ("NYCBA"), I write to express our strong support for H.R. 2015 – the original version of the Employment Non-Discrimination Act ("ENDA") – which was introduced on April 24, 2007. In this original form, the ENDA bill is fully inclusive, prohibiting discrimination in employment based on both sexual orientation and gender identity (whether such sexual orientation or gender identity is actual or merely perceived). The bill also rightly outlaws discrimination against employees who associate with lesbian, gay, transgender, or otherwise gender-non-conforming co-workers, and prohibits retaliation against those who oppose employment practices forbidden by ENDA.

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BARRY M. KAMINS  
**PRESIDENT**  
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October 11, 2007

Hon. Vito Fossella  
1239 Longworth House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

Dear Congressman Fossella:

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BARRY M. KAMINS  
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October 11, 2007

Hon. Kirsten E. Gillibrand  
120 Cannon House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

Dear Congresswoman Gillibrand:

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October 11, 2007

Hon. John J. Hall  
1217 Longworth House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

Dear Congressman Hall:

On behalf of the New York City Bar Association ("NYCBA"), I write to express our strong support for H.R. 2015 – the original version of the Employment Non-Discrimination Act ("ENDA") – which was introduced on April 24, 2007. In this original form, the ENDA bill is fully inclusive, prohibiting discrimination in employment based on both sexual orientation and gender identity (whether such sexual orientation or gender identity is actual or merely perceived). The bill also rightly outlaws discrimination against employees who associate with lesbian, gay, transgender, or otherwise gender-non-conforming co-workers, and prohibits retaliation against those who oppose employment practices forbidden by ENDA.

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Dear Congressman Kuhl, Jr.:

On behalf of the New York City Bar Association ("NYCBA"), I write to express our strong support for H.R. 2015 – the original version of the Employment Non-Discrimination Act ("ENDA") – which was introduced on April 24, 2007. In this original form, the ENDA bill is fully inclusive, prohibiting discrimination in employment based on both sexual orientation and gender identity (whether such sexual orientation or gender identity is actual or merely perceived). The bill also rightly outlaws discrimination against employees who associate with lesbian, gay, transgender, or otherwise gender-non-conforming co-workers, and prohibits retaliation against those who oppose employment practices forbidden by ENDA.

Founded in 1870, NYCBA has over 22,000 members in the New York area, around the United States, and in over 50 countries, and we are very pleased to count many lesbian, gay, bisexual, and transgender ("LGBT") members among our ranks. NYCBA's support for the original ENDA bill is grounded in our strong overall commitment to the struggle for the full equality and dignity of lesbian, gay, bisexual, and transgender persons.

While NYCBA enthusiastically supports ENDA in its original form, consistent with our nondiscrimination principles, we must oppose an alternative version of the bill, H.R. 3685 (introduced on September 27, 2007), which excludes gender identity as a protected category. Transgender and other gender-non-conforming employees are, without any doubt, among those most vulnerable to the disparagement, harassment, unfair treatment, and resulting economic hardship that the original ENDA bill was intended to eradicate. As a matter of fairness, these most vulnerable members of our society should not be denied the basic legal protections they critically need, and which H.R. 2015 would help to ensure. We therefore request that you reject H.R. 3685. In making this request, we join with the more than 250 current signatories of the National Gay & Lesbian Task Force's October 1, 2007 letter to members of Congress, which also seeks a "no" vote on the revised ENDA bill.

In closing, I note that, although many of the protections that the original ENDA bill would confer on LGBT employees are already available in New Jersey and New York City, the vast majority of American workers do not enjoy such protections.<sup>11</sup> The lack of such protection for LGBT persons impoverishes all of us. Accordingly, NYCBA respectfully urges you to vote with your colleagues in support of H.R. 2015.

Sincerely,

A handwritten signature in cursive script that reads "Barry Kamins".

Barry Kamins

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<sup>11</sup> Currently, only thirteen states and the District of Columbia ban discrimination based on sexual orientation and gender identity, including California, Colorado, the District of Columbia, Hawaii, Illinois, Iowa, Maine, Minnesota, New Jersey, New Mexico, Oregon, Rhode Island, Vermont and Washington. Another seven states, Wisconsin, Massachusetts, Connecticut, New Hampshire, Nevada, Maryland, and New York, limit non-discrimination laws to sexual orientation. Notably, none of these state or local laws provide the breadth of protection that an inclusive ENDA would.



BARRY M. KAMINS  
**PRESIDENT**  
Phone: (212) 382-6700  
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bkamins@nycbar.org

October 11, 2007

Hon. Jim Walsh  
2369 Rayburn House Office Building  
Washington, DC 20515

RE: H.R. 2015, The Employment Non-Discrimination Act

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