

1 [Urging Exxon Mobil Corporation]  
2 URGING THE NEWLY-MERGED EXXON MOBIL CORPORATION TO REVERSE ITS NEW  
3 POLICIES OF NOT OFFERING HEALTH CARE COVERAGE TO DOMESTIC PARTNERS  
4 OF ITS LESBIAN AND GAY EMPLOYEES OR PROHIBITING DISCRIMINATION ON THE  
5 BASIS OF SEXUAL ORIENTATION AND TO ADOPT MOBIL'S PREVIOUS POLICY OF  
6 PROVIDING SUCH BENEFITS AND PROTECTIONS.

7  
8 WHEREAS, Companies throughout the United States have in recent years  
9 increasingly been offering health care coverage to the partners of their lesbian and gay  
10 employees; and,

11 WHEREAS, These companies have also established written policies explicitly  
12 prohibiting anti-gay discrimination in the workplace; and,

13 WHEREAS, Since lesbian and gay employees are not legally allowed to marry,  
14 offering health care benefits to domestic partners and prohibiting anti-gay discrimination are  
15 important ways in which corporate America can level the playing field among all employees  
16 regardless of sexual orientation, and

17 WHEREAS, The Mobil Corporation had, before its merger with Exxon, been among 74  
18 Fortune 500 companies to offer such benefits and protections; and

19 WHEREAS, The new Exxon Mobil Corporation decided not to offer domestic  
20 partnership benefits to its employees who did not already have such coverage after  
21 November 30, 1999 as well as not to issue a policy of non-discrimination on the basis of  
22 sexual orientation; and,

23 WHEREAS, This decision represents a step backward in the recognition and validation  
24 of lesbian and gay relationships and is tantamount to not offering equal pay for equal work;  
25 now, therefore, be it

SUPERVISORS

LENO, AMMIANO, KATZ, BIERMAN, TENG, NEWSOM, YAKI  
BOARD OF SUPERVISORS

1           RESOLVED, That the City and County of San Francisco Board of Supervisors hereby  
2 urges the newly-merged Exxon Mobil Corporation to reverse its policy of not offering health  
3 care coverage to domestic partners of its lesbian and gay employees or prohibiting  
4 discrimination on the basis of sexual orientation and to adopt Mobil's previous policy of  
5 providing such benefits and protections; and, be it

6           FURTHER RESOLVED, That a copy of this resolution be forwarded to Mr. L.R.  
7 Raymond, CEO, Exxon Mobil Corporation, 5959 Las Colinas Blvd., Irving, Texas 75039.

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# City and County of San Francisco

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

## Tails

### Resolution

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**File Number:** 992283

**Date Passed:**

Resolution urging the newly-merged Exxon Mobil Corporation to reverse its new policies of not offering health care coverage to domestic partners of its lesbian and gay employees or prohibiting discrimination on the basis of sexual orientation and to adopt Mobil's previous policy of providing such benefits and protections.

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December 20, 1999 Board of Supervisors — ADOPTED

Ayes: 11 - Ammiano, Becerril, Bierman, Brown, Katz, Kaufman, Leno, Newsom, Teng, Yaki, Yee

File No. 992283

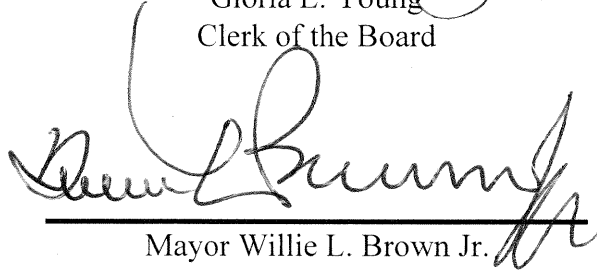
I hereby certify that the foregoing Resolution was ADOPTED on December 20, 1999 by the Board of Supervisors of the City and County of San Francisco.

DEC 30 1999

Date Approved



Gloria L. Young  
Clerk of the Board



Mayor Willie L. Brown Jr.