Congress of the United States
Washington, DC 20515

The Honorable Pat McCrory
Governor
State of North Carolina
200 North Blount Street
Raleigh, NC 27601

The Honorable Phil Berger
President Pro Tempore
State of North Carolina
General Assembly
Raleigh, NC 27601

The Honorable Tim Moore
Speaker of the House
State of North Carolina
General Assembly
Raleigh, NC 27601

April 21, 2016

Dear Governor McCrory, Senator Berger, and Speaker Moore:

As the North Carolina General Assembly convenes for its 2016 legislative session, we join many constituents, communities, and corporate leaders from across North Carolina in urging you, in the strongest possible terms, to repeal House Bill 2 (H.B. 2).

This sweeping law, adopted with no hearings and minimal deliberation, makes clear to lesbian, gay, bisexual, and transgender (LGBT) individuals that the State of North Carolina considers them second-class citizens by excluding them from state and local nondiscrimination protections. It weakens employment protections for millions more North Carolinians, from disabled veterans to senior citizens, by revoking their right to sue in state court for wrongful termination. And it tramples on the sovereignty of local governments by barring them from adopting ordinances on a range of matters that extend far beyond their bathroom policies, including efforts to raise the minimum wage beyond the current level of $7.25 per hour.

H.B. 2 has also put at risk federal funding for North Carolina that our congressional delegation has worked hard, on a bipartisan basis, to secure. The Obama Administration is currently reviewing the law's implications for a wide range of federal programs, from transportation and housing to health and human services. On Tuesday, the Fourth Circuit Court of Appeals sided with a transgender teen's arguments that the Gloucester County, Virginia public schools violated Title IX by forbidding him from using the restroom that corresponds with his gender identity. Should this ruling stand, H.B. 2 could cost North Carolina students and teachers millions in federal education funding by requiring public school students to use the restroom corresponding to the gender on their birth certificate.

As you are aware, we are not alone in condemning H.B. 2. North Carolinians of all political persuasions have joined with municipal and county governments, chambers of commerce, major employers, colleges and universities, and faith leaders in calling for its repeal. The law has already cost our state hundreds of new jobs and has jeopardized more than $560 million in private-sector economic activity through 2018, according to an estimate by the Center for American Progress. Just as importantly, it has severely tarnished North Carolina's image as one of the best places in the country to live, work, and raise a family. Governors and corporate

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recruiters in other states have taken note. Executive Order Number 93, which was issued in response to the widespread condemnation of H.B. 2, fails to correct the broad injustices contained in the bill and serves as a clear admission that the law discriminates against members of the LGBT community while undermining state protections against employment discrimination.

In short, this law codifies discrimination. Beyond pandering to fear and ignorance on bathroom use, it broadly threatens the rights of our citizens, the economic opportunities and quality of life we hold dear, and the future of the great State of North Carolina. As the General Assembly reconvenes next week, we call on you to swiftly repeal H.B. 2, restore the rights of local governments to protect their residents against discrimination, and work to bridge the deep rifts it has caused among residents of the state we are proud to call home.

Sincerely,

David E. Price
Member of Congress

Alma Adams
Member of Congress

G. K. Butterfield
Member of Congress