



**Standing Up for
Women & Families
in 2013**

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When campaigns end, the hard work of implementing policy begins. At a time when millions of families are facing economic distress, wage and pregnancy discrimination continue, workers are struggling without family friendly policies, women's access to reproductive health is at risk, and health reform implementation remains under attack, achieving meaningful policy changes that improve life for women and families must be a top priority.

For more than 40 years the National Partnership for Women & Families has worked to promote fairness in the workplace, reproductive health and rights, access to quality, affordable health care, and policies that help women and men meet the dual demands of work and family. We work to address all of these issues because women are mothers, daughters and workers, caregivers and breadwinners, consumers and business owners, and much more. We need policies and programs that address the complexities and realities of our lives.

The National Partnership for Women & Families works in public and behind the scenes; we lead coalitions and forge new relationships; we provide technical assistance to lawmakers and strategic counsel to allies; we advise decision makers; we develop new policies; we educate and mobilize the public; and we engage women, men, policymakers, and the media – all to advance and protect concrete policy changes that improve the lives of women and families.

In 2013, with ongoing support from our activists and donors, we will continue to stand up for women and families by supporting:

- ▶ Comprehensive Reproductive Health Care, Including Contraception, Abortion and Maternity Care
- ▶ Quality, Affordable Health Care
- ▶ Equal Pay for Women and an End to Employment Discrimination of All Kinds
- ▶ Paid Sick Days and Paid Family & Medical Leave
- ▶ A Secure Safety Net that Preserves Social Security, Medicare & Medicaid
- ▶ A Fair and Diverse Judiciary

Because when women do better, families do better and our nation prospers.

Reproductive Health

Every woman deserves access to quality reproductive health care that includes contraception, abortion and maternity care, and medically accurate information about her reproductive health.

- ▶ **Protect and Expand Abortion Coverage:** Women who are enrolled in Medicaid or otherwise depend on the federal government for health insurance have their abortion coverage restricted through policies such as the Hyde Amendment. The ACA further restricts access to abortion coverage by requiring that health plans in the state exchanges collect separate premium payments for this coverage. Abortion is part of women's reproductive health care and the National Partnership:
 - ▶ Opposes the Hyde Amendment and other restrictions on women's access to abortion coverage in the annual appropriations process.
 - ▶ Fights to repeal abortion coverage restrictions in the ACA and, until that happens, to implement restrictions in the least burdensome manner possible so that abortion coverage remains available to women with private health plans.
 - ▶ Supports the MARCH for Military Women Act to ensure that all women in the military can access abortion care in military medical facilities and that those who are survivors of sexual violence have the same abortion coverage that is available to other women who depend on the federal government for their health coverage.
 - ▶ Advocates against refusal provisions that allow health care providers, insurance plans, and medical institutions to refuse to provide abortion services, including emergency abortion services, and abortion coverage.
- ▶ **Improve Access to Contraception:** The ACA requires all new private health plans to cover a broad range of women's preventive health services without cost-sharing, including all FDA-approved forms of contraception. This will enable millions of women to get the contraceptive coverage they need, improving health outcomes and saving money. The National Partnership believes that all women should have access to contraception without cost-sharing and:
 - ▶ Opposes any effort to undermine the contraceptive coverage rules in the ACA, including refusal provisions that allow health plans, medical institutions, employers and health care providers to deny women contraceptive coverage.
 - ▶ Supports efforts to ensure that the ACA is implemented in a way that guarantees every woman has access to the contraceptive method that works for her without cost-sharing.
 - ▶ Advocates for the Administration to revisit the evidence on the safety of over-the-counter access to emergency contraception for women 17 and under and works to guarantee that all individuals can access emergency contraception without a prescription or age restriction.

▶ **Support Public Funding of Preventive Reproductive Health Services:** Investments in pregnancy prevention make women healthier and save almost \$6 for every one dollar spent over the long term. The National Partnership:

- ▶ Supports robust funding for the Title X family planning program and family planning through Medicaid.
- ▶ Opposes funding for abstinence-only sex education.
- ▶ Opposes defunding Planned Parenthood.



▶ **Enhance the Quality of Maternity Care:** Despite the billions of dollars spent on maternity care in the United States each year – much of it Medicaid dollars – the nation’s infant and maternal mortality rates are much too high, especially among Black women. Improving the quality of care for women and their babies is critical. The National Partnership:

- ▶ Supports the Quality Care for Moms and Babies Act to establish quality measures for maternity care and test new models for maternity medical homes.
- ▶ Supports robust funding for the Title V Maternal and Child Health Block Grant Program.

Health Care

All Americans deserve access to quality, affordable health care that is coordinated and patient-centered.

▶ **Complete Implementation of the Affordable Care Act:** The Affordable Care Act (ACA) is the greatest advance for women’s health in a generation. The ACA is moving us closer to the day when essential women’s health services are covered by health insurance, prevention is a priority, and care is coordinated so family caregivers don’t have to shoulder unmanageable burdens. These critical improvements must be implemented without delay. The National Partnership:

- ▶ Opposes any attempts to derail implementation of the ACA and supports adequate resources for the departments and agencies that are administering and enforcing the new law.
- ▶ Supports payment and delivery system reforms that improve the quality of care, provide greater value for our health care dollars and lower health care spending.

▶ **Protect Medicare’s Promise for Women:** For millions of older women and women with disabilities, Medicare is their primary source of health care and the lynchpin of their financial independence. Any changes to Medicare must be made in a way that guarantees the promise of affordable, quality health care and makes the program stronger for current and future generations. The National Partnership:

- ▶ Opposes policies that delay access to Medicare’s protection, such as raising the age of eligibility.

- ▶ Opposes efforts to undercut Medicare’s social insurance compact, such as premium support or means-testing.
- ▶ Opposes attempts to shift additional financial burdens to Medicare beneficiaries, such as excessive co-pays for needed services.

▶ **Strengthen Medicaid’s Safety Net:** Without Medicaid, millions of women and children would not have access to critical health care services and millions of older women and men would not have access to long-term care. The National Partnership:

- ▶ Actively promotes Medicaid’s expansion as included in the ACA.
- ▶ Opposes policies that would block grant Medicaid or impose a per capita cap.
- ▶ Opposes policies that would reduce federal obligations or arbitrarily shift costs to states or to Medicaid enrollees.

Work & Family and Workplace Fairness

It is long past time for workplaces to reflect the needs of 21st century working families.

▶ **Guarantee Equal Pay:** Women working full time, year-round are paid only 77 cents for every dollar paid to men. The gap is even larger for women of color, with African American women paid 64 cents and Latina women 55 cents for every dollar paid to white, non-Latino men. The National Partnership:

- ▶ Supports the Paycheck Fairness Act which would update and strengthen the Equal Pay Act by closing loopholes and improving the law’s effectiveness by making it harder for employers to hide pay discrimination, rewarding employers that have good pay practices, and helping train women and girls about salary negotiation.

▶ **Support Paid Sick Days:** Nearly 40 million private-sector workers cannot earn a single paid sick day to recover from common, short-term illnesses. Without paid sick days, workers are forced to make impossible choices when illness strikes: stay home, lose pay and risk their jobs; or go to work sick and risk spreading disease to their co-workers and communities. The National Partnership:

- ▶ Supports the Healthy Families Act which would establish a national paid sick days standard and allow workers to earn up to seven job-protected paid sick days each year.

▶ **Support Paid Family and Medical Leave Programs:** A mere 11 percent of workers in the United States have access to paid family leave through their employers and fewer than 40 percent have access to employer-provided, short-term disability insurance. Yet at some point, nearly all workers will need time away from work to deal with a



serious personal or family illness, or to care for a new child. Paid family and medical leave allows workers to meet these needs without jeopardizing their economic security. The National Partnership:

- ▶ Supports proposals that would provide working families with access to paid family and medical leave.



▶ **Expand the Family and Medical Leave Act (FMLA):** 2013 marks the 20th anniversary of the FMLA – the only federal law that helps working men and women meet the dual demands of work and family. The FMLA has been used by workers more than 100 million times. Unfortunately, only about half of all workers are eligible for the unpaid leave it provides. The National Partnership:

- ▶ Supports legislation that expands access to the FMLA to cover: workers in businesses with fewer than 50 employees; part-time workers; leave to care for additional family members including domestic partners, parents-in-law, adult children, siblings, grandchildren and grandparents; and other uses for leave, including for children’s educational activities (e.g. school conferences) and routine family medical needs, such as preventive health visits.



▶ **Protect Pregnant Workers:** Despite existing protections against discrimination, pregnant workers in this country still face discrimination every day. Pregnant workers are forced out of their jobs and denied reasonable accommodations that would enable them to continue working and supporting their families. The National Partnership:

- ▶ Supports the Pregnant Workers Fairness Act to help end pregnancy discrimination and promote the health and economic security of pregnant women, their babies, and their families.

▶ **Strengthen Retirement Security:** Social Security is the largest source of retirement income for most seniors, helping millions pay for food, housing and other necessities. Fifty-four million Americans, including 26.1 million adult women who are widowed, retired or face a serious disability, depend on it. There is no other guaranteed wage replacement program, public or private, that offers the same level of economic security. The National Partnership:

- ▶ Supports efforts to ensure workers’ retirement security is not jeopardized when they have to take time out of the workforce to care for loved ones by creating a caregiver credit in Social Security for periods of time when a worker had no or reduced earnings because of caregiving responsibilities.

A Fair and Diverse Judiciary

The federal courts remain critical to protecting women’s rights .

▶ **Prioritize the Confirmation of Qualified Judges with a Demonstrated Commitment to Equal Justice to Every Level of the Federal Judiciary:** Federal judges appointed in 2013 will have an impact on the issues that most affect women and families for decades to come. Yet, there are nearly 100 federal court vacancies, two-thirds of which no one has been nominated to fill. Nearly a third of those are considered judicial emergencies, meaning the current caseload is not sustainable for the existing judges. The National Partnership believes that the appointment of federal judges is critical to the lives of women and families and:

- ▶ Supports the nomination of qualified judges to fill all vacancies, with a focus on individuals who understand the impact of the law on the lives of all individuals and who increase diversity on the federal courts.
- ▶ Supports nominations and confirmation of federal judges who understand the needs of women and families, including access to abortion and contraceptive services, equal pay, family and medical leave, comprehensive health care, and the ability to compete in workplaces free of discrimination.

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² U.S. Census Bureau. (2012). Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table PINC-05: Work Experience in 2011 – People 15 Years Old and Over by Total Money Earnings in 2011, Age, Race, Hispanic Origin, and Sex. [Unpublished calculation] Retrieved 15 October 2012, from http://www.census.gov/hhes/www/cpstables/032012/perinc/pinc05_000.htm

³ U.S. Department of Labor, Bureau of Labor Statistics. (2011, July). Employee Benefits in the United States: Selected paid leave benefits: Access, National Compensation Survey (Table 6). Retrieved 8 November 2011, from <http://www.bls.gov/news.release/pdf/ebs2.pdf>

⁴ U.S. Department of Labor, Bureau of Labor Statistics. (2011, September). Employee Benefits in the United States National Compensation Survey: Employee Benefits in the United States, March 2011 (Tables 17 and 32). Retrieved 19 January 2012, from <http://www.bls.gov/ncs/ebs/benefits/2011/ebb10048.pdf>

⁵ Waldfogel, J. (2001, September). Family and Medical Leave: Evidence from the 2000 Surveys. Monthly Labor Review, 17-23. Retrieved 14 December 2010, from <http://www.bls.gov/opub/mlr/2001/09/art2full.pdf>

⁶ The Board of Trustees of the Federal Old-Age and Survivors Insurance and Federal Disability Insurance Trust Funds. (2011). The 2011 Annual Report of the Board of Trustees of the Federal Old-Age and Survivors Insurance and Federal Disability Insurance Trust Funds. U.S. Government Printing Office. Retrieved 29 June, 2011, from <http://www.socialsecurity.gov/OACT/TR/2011/tr2011.pdf>

⁷ English, A., & Lee, S. (2010, March). Who Are Social Security Beneficiaries? Institute for Women’s Policy Research Publication. Retrieved 30 June 2011, from <http://www.iwpr.org/publications/pubs/who-are-social-security-beneficiaries-updated>

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at www.NationalPartnership.org.

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“Nobody does it alone. Nobody should want to do it alone. The collaboration, the excitement, the adventure, the fun of working with the National Partnership, working with so many of you represented here, has been a great joy to me...So let us not grow weary in doing what we believe is right and smart here at home and around the world for women and families.”

Secretary of State Hillary Rodham Clinton
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