

Gold Standard Benefits

Benefits can make or break a decision to work for a particular employer. More than half (53%) of employed adults say benefits offering full reproductive health care would be a deciding factor between two offers, and 60% say they would be more loyal to a company that supports women's reproductive freedom, including coverage for prenatal care, family planning, abortion care and paid family leave.

Recruiting and retaining talent is becoming more competitive and employees, when looking at factors other than pay, say that the scope of insurance coverage is a critical factor when deciding between offers.

According to 2 in 3 employed adults, access to reproductive rights is tied to women's success in the workplace. Below is a summary of benefits a company can provide to ensure that employees have reproductive freedom—and the economic security, dignity and equity that comes with it.

Different size companies will have different capacities for additional coverage and benefits, but access to birth control, abortion care, paid family leave and pregnancies free from discrimination are baseline benefits. Where companies are located—or think about locating—has a significant impact on access to care and there are several factors employers need to consider.

BIRTH CONTROL

Birth control is directly linked to women's increased educational and professional opportunities, and increased lifetime earnings.

- All insurance plans should cover all FDA-approved birth control drugs, devices, products, and services, as well as voluntary sterilization procedures.
- Ensure the above contraceptive options are covered without cost-sharing.
- All insurance plans should cover a 12-month supply of birth control dispensed at one time, without cost-sharing.

ABORTION

The ability to decide if and when to have a family means a woman is fully empowered to advance her career on her own terms. Lack of abortion access is also directly linked to increased household poverty and a reduction in full-time employment.

- All employers should ensure their insurance plans cover abortion care.
- Self-insured employers should provide plans that cover abortion care.
- Ensure that all insurance plans cover the cost of travel to access abortion care.

PREGNANCY DISCRIMINATION POLICIES

Develop policies that allow pregnant individuals to manage their pregnancy with dignity and respect, in full compliance with state and federal laws.

- Educate managers and supervisors on state and federal pregnancy discrimination laws.
- Develop best practices internally including training managers to cultivate a team effort to cover the position of the person on leave and to talk with pregnant employees about what accommodations they may need.

PAID PARENTAL LEAVE

Paid parental leave has proven to increase job attachment by employees who use it and lead to higher wages and productivity. It also improves employee retention, especially in lower wage jobs.

- Implement a paid parental leave program that provides full pay to employees who have a birth or adoption in their families for at least twelve weeks.

LOCATION MATTERS

Where you open offices or expand has implications for the reproductive freedom of your employees and their ability to achieve economic security and success.

- When determining where to open new offices, assess what the state and local laws are pertaining to abortion access, sex education and birth control coverage.
- Make a commitment to work with local and state authorities to improve public policies that are out of alignment with your corporate culture of respect and dignity for families to make and act upon reproductive health decisions.

Want to learn more?

A comprehensive toolkit is in development to help companies make these policies a reality for their employees. The tool kit will be available later this year. In the meantime, please contact Amy Everitt at access4success@prochoiceamerica.org.

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