



The Women's Law Project is a founding member of the Pennsylvania Campaign for Women's Health, a growing collaboration of 55 local, state, and national organizations working together to improve women's health and economic security in Pennsylvania. The Campaign's priorities are informed by our shared understanding that women's health and economic security are inextricably connected.

A priority of the Campaign is to support legislation in the Pennsylvania Agenda for Women's Health. The Agenda is a bold, pro-choice legislative package of bills sponsored and supported by the Women's Health Caucus of the Pennsylvania Legislature, a group of lawmakers committed to promoting evidence-based policy solutions to real problems faced by Pennsylvania women and families. We are fighting government interference in the doctor-patient relationship, promoting equal access to the full range of reproductive healthcare including abortion, and calling for common-sense protections for women in the workplace, such as fixing Pennsylvania's broken equal pay law and addressing pregnancy discrimination.

It is time to stop playing politics with women's health in Pennsylvania. We currently support these initiatives in the Pennsylvania Agenda for Women's Health:

- **Workplace accommodations for pregnant women:** Requires covered employers to make reasonable accommodations related to pregnancy, childbirth or related medical conditions unless those accommodations would cause a business an undue hardship
- **Workplace accommodations for nursing mothers:** Requires employers to provide a private, sanitary space and break time for employees who need to express breast milk unless those accommodations would cause a small business undue hardship
- **Equal pay:** Amends the Pennsylvania Equal Pay Act to restrict permissible justifications for differences in pay to bona fide factors that are unrelated to sex, job-related, and consistent with business necessity and to prohibit employers from firing or otherwise retaliating against employees for sharing wage information
- **Protecting doctor-patient trust:** Protects patients by prohibiting government directives that require medical providers to give patients medically inaccurate information
- **Increase minimum wage:** Raises the minimum wage to \$10.10, and raises the tipped minimum wage to 70 – 75% of that rate
- **Identifying gaps in health care for women veterans:** Establishes a Task Force on Women Veterans' Health Care to study the unique health issues facing women veterans
- **Cell phone contract termination for DV victims:** Enables domestic-violence survivors to cancel cell phone contracts tethered to their abuser without paying early termination fees, and allows primary account holders to remove an abuser's name without a fee. Also requires the phone company to provide a DV survivor with a new phone number if documentation is provided
- **Lease termination for DV, sexual assault and stalking victims:** Allows for early termination of a rental lease (with 30 days' notice) if the tenant is a victim of DV, sexual assault and/or stalking. Also allows victims to request that the landlord change the locks within three days at tenant's expense
- **Ensuring access to health care facilities:** Prohibits the use of physical force or obstruction or threat of physical force or obstruction to intentionally intimidate, interfere or injure any person who is obtaining reproductive health services or providing reproductive health services
- **Protecting all employees from sexual harassment:** Extends state sexual harassment protection to apply to employees working at businesses with three or fewer people

- **Safe Campus:** Requires colleges and universities to adopt policies and programs to make students, staff and officials aware of the risks of sexual assault (SA) and intimate partner violence (IPV), and requires colleges and universities to submit annual reports on SA and IPV on campus
- **Ensuring fair pensions for widows of state and municipal employees:** Requires that a public employee obtain spousal consent for any benefit payment structure that does not provide at least a 50 percent survivor benefit to the employee's surviving spouse
- **Increased TANF earned income disregard:** Encourages workforce participation amongst TANF recipients by increasing the amount of income that can be disregarded for purposes of benefit calculation from 50% to 75%

Three bills introduced in the PA Agenda for Women's Health already passed:

- **PASSED! Equitable protections for domestic violence victims:** H.B. 1796, sponsored by Rep. Todd Stephens, R-Montgomery. This legislation prohibits evicting domestic violence victims in retaliation for calling police for help. Act 200 was signed into law on October 31, 2014.
- **PASSED! Stop intimate partner harassment ("revenge by invasion of privacy" ban):** H.B. 1901, sponsored by Rep. Tina Davis, D-Bucks; and S.B. 1167, sponsored by Sen. Judy Schwank, D-Berks. This legislation bans publishing any photo or video identifying another person, who is naked or engaging in a sexual act, without that person's consent. H.B. 2107, a bill with substantially the same provisions as H.B. 1901 and S.B. 1167, was signed into law on July 9, 2014, as Act 115 of 2014.
- **PASSED! Requiring a "cliff effect" study:** S.R. 62, sponsored by Sen. Chuck McIlhinney, R-Bucks, requires the Legislative Budget and Finance Committee to study the "cliff effect," where working parents' increased income makes them ineligible for programs that allow them to work, such as child care assistance, transportation, food stamps and free and reduced school lunches. S.R. 62 was adopted on June 23, 2014.



For more information, visit www.pa4womenshealth.org, or contact Tara Murtha, Associate Director of Strategic Communications at the Women's Law Project, at tmurtha@womenslawproject.org.

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