



How Companies Can Respond to the Texas Abortion Ban



MAKE A STATEMENT

Companies should affirm their support for employees who need access to abortion care.



CONDUCT A SELF-AUDIT

Companies should conduct a self-audit to identify and redress obstacles faced by employees who need to obtain abortion and other reproductive health care, including plan limitations, limitations in services offered by network providers, and the distance of providers who offer comprehensive care.



CUSTOMIZE INSURANCE & BENEFITS

Texas limits private insurance coverage of abortion, but companies that self-insure can customize their coverage without respect to state mandates or restrictions with respect to abortion. Companies who currently extend health insurance that covers abortion care should affirm their intention to continue doing so. Those that do not offer this coverage, but which have ability to do so by virtue of being self-funded, should begin to offer it.

Companies should subsidize travel costs for employees who need to go out of state to receive abortion care.



DONATE

Companies can donate to organizations working to alleviate the harm done in Texas by SB8.



GO BEYOND ACA REQUIREMENTS

Companies should insure contraceptive products and services beyond the requirements of the Affordable Care Act.

- Cover all FDA-approved birth control drugs, devices, products, and services, and vasectomies.
- Ensure all contraceptive options are covered without cost-sharing.
- Cover a 12-month supply of birth control dispensed at one time, without cost-sharing.
- Cover over-the-counter emergency contraception without requiring a prescription.



SUPPORT AND AFFIRM ALL ACCESS TO CARE

Clinic closure also threatens the availability and accessibility of transgender-inclusive health care. Companies should also state their affirmation and support for employee access to this care.



CONTACT YOUR REPRESENTATIVES

Corporations should communicate to lawmakers that SB 8 was a mistake that threatens the health and wellbeing of their workers, negatively impacts the talent pool in Texas, makes it more difficult to recruit workers from out of state, and alienates consumers. Companies should work toward its repeal and decline to support lawmakers who are unwilling to repeal it.