



*CCCBA's Employment, Women's  
& Criminal Sections proudly present...*

**#2 EMPLOYERS' RESPONSES**  
**TO THE**  
**DOBBS DECISION**

**Beth Parker**, Parker Law & Mediation and Planned Parenthood  
**James Brosnahan**, Morrison and Foerster  
**Margaret Grover**, Grover Workplace Solutions

**AGENDA**

- Brief history of abortion rights in the United States
- Key points from *Dobbs v. Jackson Women's Health Organization*, 507 U.S. \_\_\_\_ (2022)
- Current and pending laws restricting abortion
- Employer efforts to assure abortions remain available
- What law firms and lawyers need to do because of the *Dobbs* decision.



# PROGRAM MATERIALS

## Sample Employer Policy

Employer is committed to assuring that all of its employees have access to safe and affordable health care, including reproductive health care. Employer has offices in many states that prohibit particular types of health care, including abortion and other reproductive services and gender affirming treatments.

Our group medical coverage currently covers reproductive services and gender affirming treatments. For employees who live in a state where one of these procedures is prohibited, Employer will pay up to \$3,000 in travel expenses for the employee and one support person traveling with the employee.

To obtain reimbursement of travel expenses, Employees must submit receipts to ThirdPartyAdministrator, who will process the reimbursement requests. For employees who cannot afford to pay out of pocket and be reimbursed, Employer has authorized ThirdPartyAdministrator to advance the estimated travel costs. Employee will be required to submit receipts to document actual expenditures.

Employer will not have information identifying any employee who requests reimbursement, so that all employees can be sure that no one in the workplace will learn of their medical procedures.