

SUPPORTING WORKERS STRENGTHENS FAMILIES AND BOOSTS THE ECONOMY

Gender shouldn't define a person's value and worth

Equal Pay Opportunity Act / HB 1646 – Countless studies show that women nationwide are paid less than men for the same jobs. Female doctors earn 71 percent of what their male colleagues earn. Minority women in Washington earn 49 cents to every male's dollar. A major problem that perpetuates the wage gap is that employees fear retaliation from their employers for discussing compensation. This bill bans employers from retaliating against employees for discussing wages and salaries, allowing transparency in companies' hiring and salary practices for everyone.

WOMEN ARE WORTH
MORE THAN
SPARE
CHANGE



A full-time working woman earns, on average,
just 77 cents for every dollar a man earns.

EQUAL PAY NOW

HB 1646

Working while pregnant is a win for women and their employers

Pregnancy accommodations / HB 2307 –Pregnant women in every corner of the state still face discrimination at work. This bill requires employers to provide reasonable accommodation in employment for pregnancy-related health conditions, unless the accommodation imposes an undue hardship on the employer's business. Under this bill, it is an unfair practice for an employer to take adverse action against an employee who requests or uses an accommodation.

HEALTHY FAMILIES

Protecting our children from toxic chemicals

Toxic flame retardant chemicals/ HB 2545 - The Toxic Free Kids and Family Act allows the Department of Health to restrict the use of toxic flame retardant chemicals in children's products. We know that exposure to these toxic flame retardants can have devastating health consequences – cancer, ADD/ADHD, learning deficits and infertility. This change will provide safety and peace of mind for Washington families.

Ensuring women's health care access

12-month supply of contraceptives/ HB 2465 - Why should women have to go to the pharmacy 12 times in a year just to get contraception they've been prescribed? This bill requires insurance plans to reimburse for a 12-month supply of contraceptive drugs, improving convenience and access for Washington women.



Stability for senior living

Continuing care retirement communities / HB 2726 - There are 26 continuing care retirement communities in our state. We need to provide important consumer protections for the seniors who call these communities home. Our bill brings transparency to the costs and fees a resident may be subject to, as well as establishing important expectations for residents so that they know what to expect from their new homes.