

## *Abortion Regulation: Employer Resources*

### GENERAL RESOURCES

- [\*\*Dobbs v. Jackson Women's Health Impact Areas: State Laws, ERISA Preemption, Federal Legislation\*\*](#), HR Policy Association  
*An outline of outstanding questions and issues in the areas of state laws regarding access to abortion, employer-sponsored health care plans and ERISA preemption, and changes to federal legislative priorities.*
- [\*\*Survey Results: Reproductive Rights Decision – Impact on Employers\*\*](#), HR Policy Association
- [\*\*Abortion at the Supreme Court\*\*](#), KFF  
*This Kaiser Family Foundation resource page including issue briefs, policy considerations, and state policies on abortion.*
- [\*\*\[Map\] How the Abortion Policy Battle is Taking Shape Across the US\*\*](#), Fiscal Note  
*Map shows current state of abortion policies across the United States, outlining policy each state is planning or has already implemented.*

### LEGAL REVIEWS

- [\*\*Does FMLA cover leave for abortion? What about in states where it's illegal?\*\*](#) The Employer Handbook
- [\*\*Employers: Checklist for a Post-Roe Workplace\*\*](#), Epstein Becker  
*This checklist contains non-benefit and benefit considerations employers will need to evaluate.*
- [\*\*Employers, Are You Ready for a Possible Post-Roe Workplace?\*\*](#) Epstein Becker
- [\*\*Employer-Paid Abortion Coverage Triggers Tax Consequences\*\*](#), Bloomberg Law
- [\*\*Overview of Legal Issues in Covering Abortion-Related Travel Expenses\*\*](#), HSE Law
- [\*\*Companies Urged to Review Abortion Coverage With Roe in Balance\*\*](#), Bloomberg Law
- [\*\*Dobbs V. Jackson Women's Health: Implications For Employers and Employer Plan Sponsors\*\*](#), Morgan Lewis

### BENEFITS

- [\*\*Travel Benefits for Abortion Coverage\*\*](#), Buck
- [\*\*Post-Dobbs: FAQs for Employers and Other Benefit Plan Sponsors\*\*](#), Proskauer
- [\*\*SCOTUS Overturns Roe: Understanding the Impact on Your Benefit Plans\*\*](#), Mercer

- [\*\*Group Health Plan Considerations in the Face of \(Potentially\) Changing Abortion Laws, JD Supra\*\*](#)  
*Highlights issues employers may want to consider in connection with coverage of abortion services under their plans. This answers questions around travel benefits, mental health parity and how to interpret different state laws on abortion.*
- [\*\*I'm Leaving On A Jet Plane...Is Abortion Care Travel a Covered Benefit? JD Supra\*\*](#)  
*Quick one-page overview of factors employers should consider when designation an abortion care travel reimbursement including whether it constitutes medical care and how state laws impact an employer's ability to provide travel reimbursement benefits.*
- [\*\*Employer Coverage of Travel Costs for Out-of-State Abortion, KFF\*\*](#)
- [\*\*2019 Employer Health Benefits Survey, KFF\*\*](#)
- [\*\*Executive View: A Looming Roe v. Wade Ruling Has Business Leaders on Watch, SHRM\*\*](#)  
*Hits on legal considerations, communications around decisions and handling heated workplace discussions.*
- [\*\*Considerations for Employers and Employer Plan Sponsors Related to Potential Changes in the Effect of Roe v. Wade, SHRM\*\*](#)  
*Impact of decision on employers ability to offer coverage of abortions through health benefit plans, including reimbursement costs for travel.*
- [\*\*Group Health Plans in the Crossfire: Facilitating Reproductive Choice in the Wake of Dobbs v. Jackson Women's Health, Mintz\*\*](#)
- [\*\*Medical Travel Reimbursement Benefits Under the Supreme Court's New Dobbs Decision, Ogletree Deakins\*\*](#)
- [\*\*Employer Considerations in a Post-Roe Environment, BenefitsPro\*\*](#)
- [\*\*Employers Prepare Benefits and Policy Responses to Abortion Ruling, SHRM Survey Finds, SHRM\*\*](#)

## POLLING

- [\*\*View on and Knowledge about Abortion in Wake of Leaked Supreme Court Opinion, KFF Health Tracking\*\*](#)  
*Examines public attitudes and understanding of the future of reproductive health and abortion access in the U.S. Two-thirds (64%) of U.S adults say they do not want to see the Supreme Court overturn Roe v. Wade.*
- [\*\*Poll: Half of voters support maintaining Roe v. Wade, Politico\*\*](#)