



OPPOSE HEALTHCARE DISCRIMINATION (SB 152, HB 10, HB 48)

SB 152 Sponsors: Vernie McGaha, Dan Seum, Dick Roeding, Gary Tapp

HB 10 Sponsor: Rick Nelson

HB 48 Sponsors: Stan Lee, Sheldon Baugh, Jim DeCesare, Joe Fischer, J.R. Gray, Mike Harmon, Russ Mobley, Lonnie Napier, Steven Rudy, Jim Stewart

The University of Louisville Board of Trustees voted in July 2006 to provide equal access to health insurance to the loved ones all its coupled employees, regardless of the employee's marital status. Soon after, Kentucky's anti-fairness industry threatened legislation to overturn U of L's fair-minded decision and prohibit other state schools from following suit. Three months later, one of Kentucky's worst anti-fairness legislators pre-filed a bill to ban all state colleges and universities from offering equal healthcare access to all their employees.

The Senate's version of the Healthcare Discrimination Act goes even further. SB 152 invokes a section of Kentucky code that would also take away fair healthcare at Kentucky's private colleges. Berea College, Centre College, and Spalding University currently practice fair healthcare. It would also prevent all state agencies from ever offering fair healthcare.

The Kentucky Fairness Alliance opposes all three Healthcare Discrimination Bills (SB 152, HB 10, HB 48). Everyone deserves to be treated fairly at work. Taking health insurance protection away from Kentucky families is not only bad policy, it's plain wrong.

TALKING POINTS

- Kentucky law empowers university administrators and trustees or regents to determine class sizes, course offerings, and professors' salaries and benefits. The General Assembly should stay out of it.
- America's top schools and private employers already offer equal access to employment benefits, because they know a vibrant, diverse, and productive workforce demands an environment of equality for all.
 - Of the nation's top 25 research universities, 23 offer partner benefits (U of L Human Rights Leadership Team).
 - A majority of Fortune 500 companies (253) provide health insurance for employees' partners (Human Rights Campaign).
 - In Kentucky, employers that offer partner benefits include Toyota, Lexmark, Ashland Inc., Ford Motor Co., and UPS, as well as Centre College and Berea College.
- Nearly 3/4 of Kentuckians support policies that ensure a fair workplace (Decision Research, 1999).
- Extending healthcare benefits packages to all employees' partners and families is just such a policy.
- Elected officials should *encourage* employers to make healthcare affordable and accessible.
- More than a half a million Kentuckians live without the security of medical insurance. That's nearly 1 in every 8 of our neighbors, and far too many.
 - More than 70,000 unmarried couples are living in Kentucky; of those, just over 7,000 are same-sex couples (U.S. Census, 2006).
 - More than 51,000 children live in homes where the parents are unmarried (U.S. Census, 2006).



WHAT FAIR-MINDED PEOPLE ARE SAYING

Dr. James Ramsey, President, University of Louisville: “It was the right thing to do.”
(Louisville *Courier-Journal*, 10.12.06)

Steve Pence, KY Lt. Governor, and parent of U of L student: “You have to let the universities make decisions like that.” (Louisville *Courier-Journal*, 10.12.06)

Bill Stone, U of L Trustee and former Chair of the Jefferson County Republican Party:
“From an economic development position, this does send (a message) to the rest of the country that this is an enlightened institution. This is not an endorsement of gay marriage or any other lightning issue ... You only restrict your opportunities for greatness when you restrict your ability to attract all kinds of folks.” (Louisville *Courier-Journal*, 7.14.06)

Russ Williams, University of Kentucky Staff Trustee: “This is very consistent with our need to attract and retain the best faculty and staff we need to attain our Top 20 business plan.”
(Lexington *Herald-Leader*, 7.14.06)

Kyle Dippery, UK Staff Senate chair, on Lee's bill: “It sends a message that Kentucky doesn't want those people, tolerant, forward-thinking people here.” (Louisville *Courier-Journal*, 10.18.06)

Ernie Yanarella, UK Faculty Trustee, on unmarried, partnered colleagues: “They deserve no less than anyone else on campus trying to put food on their table and doing a creditable job for the university.” (Lexington *Herald-Leader*, 10.18.06)

Dr. James Votruba, President, Northern Kentucky University: “Universities must create an environment that is attractive to talented people, and there's tons of research to indicate talented people are attracted to diverse, tolerant organizations.” (Kentucky *Post* 10.18.06)

Dennis Keene, State Representative (D-67th District): “You have to be able to attract all kinds of diverse people to move your college forward.” (Kentucky *Post*, 10.18.06)

Gary Wright, retired Procter & Gamble Executive: “The cost is very, very slight. The real cost is losing employees, losing ground against other employers who do offer fair compensation and fair benefits ... Why do you want to run a race with lead boots on? There's one clear direction to this.” (Kentucky *Post* 7/19/06)

WHAT ANTI-FAIRNESS EXTREMISTS ARE SAYING

Dick Roeding, State Senator (R, 11th District): “I find this very repulsive. I don't want to entice any of those people into our state. Those are the wrong kind of people.” (Louisville *Courier-Journal*, 7.14.06)

WHO SHARES YOUR KENTUCKY VALUES?