



## OPPOSE HEALTHCARE DISCRIMINATION (HB 118, SB 112)

*HB 118 Sponsors: Richard Henderson, Ancel Smith, Royce W. Adams, John A. Arnold Jr, Eddie Ballard, Larry Belcher, Mike Cherry, Hubert Collins, Leslie Combs, Will Coursey, Robert R. Damron, Jim Gooch Jr, Keith Hall, Melvin B. Henley, Brad Montell, Rick G. Nelson, Fred Nesler, Rick Rand, Dottie Sims, Tommy Thompson, Brent Yonts*

*SB 112 Sponsors: Vernie McGaha, Gary Tapp, Charlie Borders, Carroll Gibson, Bob Leeper, Dick Roeding, Damon Thayer, Ken Winters*

The University of Louisville Board of Trustees voted in July 2006 to provide fair healthcare to the loved ones of all its employees, regardless of the employee's marital status. The University of Kentucky followed suit in April 2007. The anti-fairness industry predictably responded by promoting legislation to take those benefits away.

The 2008 Healthcare Discrimination bill would codify an extremely narrow definition of family, and bar any public agency from offering healthcare to families that do not meet that definition.

The Kentucky Fairness Alliance **opposes the Healthcare Discrimination Bill** (HB 118, SB 112). 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 practice fair healthcare, because they know a vibrant, diverse, and productive workforce demands an environment of dignity and 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, Spalding University, 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' loved ones, regardless of their marital status, 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 the healthcare discrimination 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?