

OUR BODIES, OUR LABOR:

A Toolkit for Unions and Worker Justice Advocates Fighting for Abortion Access





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INTRODUCTION

OUR FUNDAMENTAL FREEDOMS

Having the freedom to decide if and when we have kids and how to care for our loved ones is fundamental to living the lives we choose. But when the Supreme Court overturned *Roe v. Wade* three years ago, it took away this fundamental freedom, and about half of states have since banned or severely restricted abortion access.

This is a crisis. Across the country, pregnant people are facing criminalization, serious physical and emotional harm, and even death as a direct result of abortion bans and restrictions. Abortion providers and helpers are being targeted and punished just for supporting pregnant people seeking care. These relentless attacks are violating our rights as workers, caregivers, and human beings.

OUR FIGHTS ARE CONNECTED

Abortion rights are workers' rights. Bodily autonomy is essential for workers to be able to make decisions that impact their physical, mental, and emotional well-being. Being forced to continue a pregnancy may lead to income or job loss and make it harder for working people to take care of themselves or their families. Abortion restrictions, like bans on insurance coverage of abortion or mandatory delays and biased counseling, make accessing abortion care [exceedingly challenging](#) for working people.

This is especially true for workers who live in rural areas, lack access to reliable transportation, or don't have paid sick leave.

The reproductive rights and workers' rights movements are fighting the same opponents and strategies. On average, states with abortion bans have lower minimum wages and about half the rate of unionization [as compared to](#) states where abortion is protected.

Many states that ban abortion have the [biggest gaps](#) between what women and men are typically paid. Many of the politicians trying to take away our right to unionize are the same ones trying to take away our right to access abortion care. The manipulation and misinformation tactics used in union-busting are also used to stigmatize abortion and gut access to care.

In so many ways, the right to control what happens to your body is inextricably linked to the right to control your labor. **Our fights for freedom, autonomy, and justice—whether in the workplace or outside of it—are one and the same.**

WE'RE STRONGER TOGETHER

Unions and worker justice organizations fight every day for people's ability to have autonomy over their lives, including the right to organize; to hold good jobs that include access to health care, benefits, and fair pay; to work in safe and healthy workplaces; and more. Union members strongly support abortion access, with three in five saying they would be more favorable to their union if it fought for abortion access. Already, many unions have come out in support of abortion access by endorsing ballot measures, passing resolutions, and bargaining for abortion access.

That is in part because abortion bans hit working people especially hard, and because there are looming threats from right-wing extremists at the federal level that could further erode abortion access and economic justice. Continued attacks on abortion care are designed to divide us. Instead, we must come together across social justice movements to fend off threats to our fundamental freedoms.

HOW TO USE THIS TOOLKIT

This toolkit includes guidance for union members, union leaders, and worker justice organizations who want to engage in the fight for abortion access and support workers who need abortions. While this resource is focused on tools for the labor movement, we strongly encourage the reproductive health, rights, and justice movements to engage in the fight for worker justice through policy advocacy, narrative change, and genuine solidarity with their own workers and their unions.

If you would like more information about any of these tools or how to get started, reach out to us at AbortionUnitesUs@nwlc.org.

FIGHTING FOR ABORTION ACCESS

USING OUR VOICES: TOOLS FOR COMMUNICATION

VALUES-BASED MESSAGING ON ABORTION

Values-based messages are a powerful tool for culture, narrative, and policy change. Facts—no matter how true they are—are often discarded if they don’t match the listener’s framing, limiting the impact of purely facts-based messaging. Values-based messages allow for deeper connections with the listener, turn down the heat of emotionally charged discussions, and help us connect the dots between the issues and communities we care about.

In the face of stigmatizing narratives and attacks, it is essential to affirm our positive vision and values about abortion. We need to let people know what we are for, rather than simply what we are against, in order to make progress in this fight. We can do this by rooting our message on abortion in positive, shared values including, but not limited to, freedom, autonomy, justice, rights, and health and well-being.

Values-based messages both resonate with people and increase their support for abortion. Union members and leaders who want to speak out about abortion can use values-based messages to strengthen their voice and, ultimately, their impact.

To reference our complete set of abortion values messaging guides, including poll-tested messages, visit our website at nwlc.org/resource/abortion-values-messaging-guides/.

Talking About Faith and Abortion

While faith is not a value, talking about your values from a faith perspective can be powerful if it is authentic to you and your beliefs and commitments. Here’s one example of a way you can speak about abortion from a faith perspective:

“My faith calls me to support the right of people to consult their own conscience as they make decisions about pregnancy and parenting. It’s not for me to punish or shame someone who has decided to have an abortion, but I can make sure they are supported and treated with compassion.”



Reducing Pushback, Avoiding Stigma

Some commonly used phrases and language can seem helpful, but over time contribute to problematic narratives and societal understandings that undercut protections for abortion. By adding stigma to abortion, intentionally or not, we make it easier for anti-abortion extremists to limit abortion access and punish those who seek or provide abortions. Here are a few tips for how to speak about abortion using destigmatizing language:

1 When talking about abortion, use the word “abortion.”
Using terms like “Roe” or “a woman’s right to choose” as a way to avoid saying the word “abortion” makes it seem like abortion is a bad word. Abortion is not a bad word!

2 Talk about people who have abortions with respect and dignity.
This includes things like avoiding judgment and stereotypes about who gets abortions and their reasoning. Instead of only referring to women when discussing abortion care, incorporate gender neutral language, like “pregnant people” or “person who needs an abortion.” This is because abortion access impacts all people who may become pregnant, including cisgender women, transgender men, and nonbinary people. Instead of saying, “no one would ever want an abortion,” try saying “abortion is a deeply personal decision,” and “we don’t know everyone’s circumstances.”

3 Center the people who are most impacted.
Distilling the fight for abortion access down to simply making abortion legal again ignores the ways many communities, including people of color, immigrants, and low-income, LGBTQIA+, and rural communities, faced serious barriers to abortion access even under Roe v. Wade. Legal abortion is the floor, not the ceiling.

4 Don’t amplify anti-abortion language.
Instead of saying abortion should be “safe, legal, and rare,” try saying that “abortion should be available and affordable.” Ensuring abortion is legal is not the same thing as ensuring that people can get abortion care when they need it, and saying abortion should be rare is deeply stigmatizing. Instead of using stigmatizing and out-of-date terms like “back-alley abortion,” try using “self-managed abortion” to describe when someone ends their pregnancy outside of the formal health care system.

FIGHTING FOR ABORTION ACCESS

USING OUR VOICES: TOOLS FOR COMMUNICATION

ABORTION MESSAGING FOR UNION MEMBERS AND LEADERS

The National Women’s Law Center has polled [union members](#) across the country to identify what they believe about abortion and what messages most powerfully connect abortion access with economic and worker justice. We found that:

- ★ **Union members support abortion access.**
- ★ **Union members want their unions to come out in support of abortion access.**
- ★ **Union members have strong, positive reactions to messages that connect abortion with the rights and freedoms unions fight for every day.**

If you are a union member or leader trying to engage your union in the fight for abortion access, but don’t know where to start, the following insights and messages can serve as a helpful guide.



Key Findings: Abortion Attitudes

- Union members overwhelmingly support abortion being legal, and many have intense concerns about abortion not being a constitutional right.
 - 65% of union members believe abortion should be legal in at least most cases.
 - Over eight in 10 (84%) union voters had concerns about abortion no longer being a constitutional right, with more than half (52%) of union members being very concerned.
- Two in three (65%) union members want to see a national law guaranteeing the right to abortion.
- About three in five union members would be more favorable to their labor union if the union came out in support of restoring and protecting abortion rights (60%) and if the union came out against a ban on abortion in their state (58%). Only a quarter would be less favorable to their labor union if they were to come out in support of abortion protections (25%).
- Even some who are personally against abortion do not want politicians taking this decision away from individuals. About a third of union members describe themselves as “personally against abortion, but also against government preventing someone from making their own decisions.” They see politicians taking away the right to an abortion as an attack on freedom, liberty, and the ability to make one’s own decisions and control one’s own destiny.



Each of the messages below connects abortion with the rights and freedoms unions fight for every day. Our polling found that these messages resonate strongly with union members.

UNIONS FIGHT FOR FREEDOM AND AUTONOMY

- We all deserve the freedom and opportunity to control our own bodies and our life's path. Restricting abortion access is about who has power over you, who can make decisions for you, and who is going to control how your future turns out. We should all have freedom, liberty, and the ability to make our own decisions and control our own destinies—without politicians getting involved.
- Regardless of personal beliefs toward abortion, everyone should have the freedom to make their own decisions about their body without politicians getting involved. We want to ensure that our members can get the medical care they need and the freedom to decide if and when they have kids.
- We are committed to standing up to politicians who want to take away our rights. Make no mistake: the politicians that are trying to take away our right to unionize are the same ones that are trying to take away our right to access abortion care. We are committed to protecting the rights of our members from attacks on their freedom.

UNIONS FIGHT FOR ECONOMIC JUSTICE

- Abortion is an economic justice issue. For many people, deciding if or when they will have a child has an enormous impact on their economic security.
- People have more control over their economic security when they can make their own decisions about their bodies and what's best for their families. These decisions affect their financial well-being, job security, and their ability to work and go to school. These decisions should be left up to people, not politicians.
- Being denied an abortion really hurts people's financial well-being. People who are denied an abortion are nearly four times more likely to live in poverty. Studies also show that being denied an abortion increases the amount of debt people are in, as well as the rate of bankruptcies and evictions.

UNIONS FIGHT FOR WORKERS AND THEIR FAMILIES

- Having the freedom to decide if and when we have kids and how to care for our loved ones is fundamental to living the lives we choose. This includes policies that protect abortion care and expand paid family leave, affordable child care, and aging and disability care.
- The states that have the most abortion restrictions are also the states that fail to support women, children, and families. For example, many states that banned abortion after the legal right to abortion was overturned have the biggest gaps between what women and men get paid for the same work.
- Restricting abortion access hurts workers because being forced to continue a pregnancy may lead to income or job loss and make it harder to take care of themselves or their families. For some workers, being forced to carry a pregnancy may mean being forced to experience illegal pregnancy discrimination in the workplace.
- Abortion bans threaten working people. Low-paid workers are [most impacted](#) by abortion bans and are at very high risk of losing wages or their jobs when forced to carry a pregnancy.
- Protecting the right to an abortion is protecting workers' rights. Studies show clear links between access to abortion and higher participation in the workforce and economic independence for women. Access to abortion care increases people's ability to plan for their future careers and lives.

Union members who are personally against abortion but do not believe government should prevent someone from making that decision for themselves especially resonate with two slightly adjusted versions of these messages.

- We all deserve the freedom and opportunity to control our own bodies and our life's path. Restricting abortion access is about who has power over you, who can make decisions for you, and who is going to control how your future turns out. When politicians take away the right to an abortion, they are taking away our freedom, liberty, and the ability to make our own decisions and control our own destinies.
- Continued attacks on abortion care are designed to divide us. We need leaders to focus on policies that put families' health, safety, and real-life needs first. This includes policies that protect abortion care and expand paid family leave, affordable child care, and aging and disability care.

Key Insights

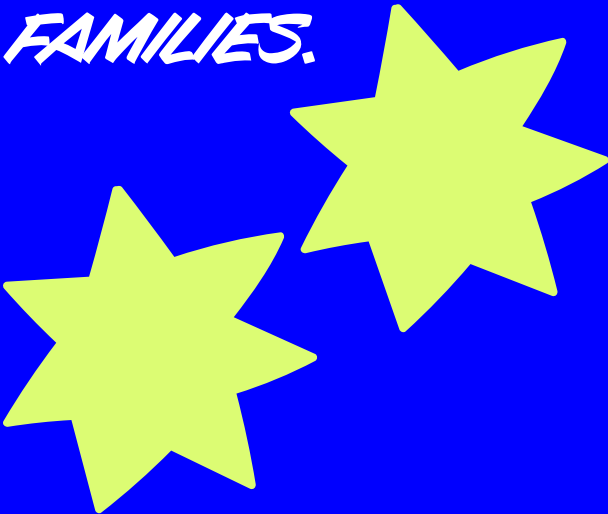
The economic messages that rise to the top for union members highlight the negative impacts of people being denied abortion access and use personal, plain language, rather than academic terms.

When talking about the impact of abortion bans on workers, focus on how it hurts their ability to earn pay and take care of their families.

While highlighting the negative impacts of abortion bans is generally more effective than highlighting the positive impacts of abortion access, messages that use positive frames also perform strongly. This is especially true for union members who both support abortion being legal and are actively involved in their union's advocacy efforts.



WHEN TALKING ABOUT THE IMPACT OF ABORTION BANS ON WORKERS, FOCUS ON HOW IT HURTS THEIR ABILITY TO EARN PAY AND TAKE CARE OF THEIR FAMILIES.



FIGHTING FOR ABORTION ACCESS

USING OUR VOICES: TOOLS FOR COMMUNICATION

LABOR MOVEMENT STATEMENTS AND RESOLUTIONS

After the Supreme Court ended the constitutional right to abortion in *Dobbs v. Jackson Women's Health Organization*, many unions and worker justice organizations made statements denouncing the decision and committing to the fight for abortion access. Unions have also passed resolutions emphasizing that reproductive rights are workers' rights and that the union will work to advance the reproductive rights of its members.

Here are just a few examples of state, local, and national union resolutions:

- AFL-CIO: [Resolution 8: Promote Gender Equity](#) (2022)
- AFSCME: [Resolution No. 36: Defending Reproductive Rights](#) (2022)
- AFSCME: [Resolution No. 40: Reproductive Rights](#) (2024)
- AFT: [Support Healthcare Workers and Patients Impacted by Abortion Bans](#) (2023)
- Chicago Teachers' Union: [Resolution in Support of Reproductive Rights](#) (2022)
- SEIU: [Resolution Affirming Support for Reproductive Rights](#) (2022)
- Texas AFL-CIO: [Resolution Declaring Reproductive Justice and Reproductive Rights are Workers' Rights](#) (2022)
- UE: [The Battle for Equal Women's Rights](#) (2023)

AFL-CIO

"...We strongly believe that everyone should have control over their own bodies, including decisions over their personal reproductive health care... America's unions remain committed to the fight for gender justice and economic equity for all people."

SEIU

"...Right-wing politicians claim to support families, but they have taken every opportunity to undermine the progress made by working women and mothers, whether it's taking away our reproductive freedom or failing to invest in child care and home and community care. SEIU's 2 million members stand with our partners in the reproductive justice movement, with clinic workers who continue to provide essential services and with the people who need their care."

AFSCME

"...Reproductive rights are workers' rights. Reproductive justice is economic justice. The decision about when and whether to bear children is fundamental to the ability to pursue self-sustaining work. That's why AFSCME has worked to protect reproductive rights and access to family planning services of all kinds. And we have opposed any policies, legislation, regulation or constitutional amendment to restrict these core freedoms."

Jobs With Justice

"...Jobs With Justice stands with working women around the country in condemning this radical assault on our rights and settled law. We also join the call for government leaders, corporate CEOs, and workers everywhere to do everything in their power to protect women's rights to control their bodies and access necessary health care, including the ability to terminate a pregnancy."

CWA

"...Without the ability to make their own choices about reproductive healthcare, and in a country where pregnancy can have devastating economic effects due to pervasive discrimination and the lack of affordable healthcare or paid parental leave, working class women are the ones who will suffer the most."

AFA-CWA

"...the right for each of us to make our own choices about our jobs, our bodies, and our futures is fundamental. That includes the right to protect safe, legal options to anyone who seeks reproductive healthcare. As union members, we understand democracy in our workplaces and in our public square. Americans overwhelmingly support safe, legal abortion. This is not just a radical assault on our rights and settled law, it is an attack against the majority of this country and the ideals upon which it was founded."

SAG-AFTRA

“...We will continue to fight to ensure the overwhelming majority voice of the people is heard in state and federal legislative bodies. We have the collective power to make certain today’s decision does not overcome the will of the people. SAG-AFTRA will fight to protect women’s right to choice and self-determination that has been recognized for decades.”

News Guild

“...We are encouraging our members to respond to this assault on their personal freedom and essential health care by doing what we do best: organizing to protect our rights in the workplace.”

UE

“...Their aim is not to protect “life,” but to create cover for a pro-corporate political agenda that is unpopular with voters. Those who campaign most vociferously against women’s reproductive rights also refuse to support universal healthcare and paid family leave, and are some of the labor movement’s bitterest enemies...the blatant use of the Supreme Court to further a right-wing political agenda is a threat to all of our rights, including the rights of LGBTQ+ people, immigrants, people of color, and all workers.”

IUPAT

“...we all have a responsibility to take part in the fight to come. Make no mistake, the courts have no intention of stopping here. The same Justices that are intent on overturning decades of rights believe firmly in eroding our rights at work. The labor movement cannot be silent on this issue, because it is coming for us too.”



SOCIAL MEDIA TOOLKIT

Social media is another tool we can use to amplify the connections between abortion rights and labor rights. Using the materials in this [social media toolkit](#), especially on dates like May Day, Labor Day, and June 24, the day Roe v. Wade was overturned, we can engage a wider audience at the intersection of these issues.



Sample social/



FIGHTING FOR ABORTION ACCESS

CONNECTING OUR MOVEMENTS – TOOLS FOR COALITIONS

Abortion bans and [restrictions](#) have a devastating impact on working people. Even states without near total abortion bans often have restrictions that make it harder for working people to access the care they need, including bans on insurance coverage of abortion, medication abortion restrictions, and mandatory delays to getting an abortion. Abortion should not be accessible only for the rich—all of us should have access to this care.

Unions and worker justice organizations can join forces with reproductive health, rights, and justice groups in their communities to fight against these restrictions and make reproductive freedom a reality for working people. Reproductive health, rights, and justice organizations, including abortion clinics, are also increasingly unionizing, creating more opportunities for organizing and coalition building at the intersection of reproductive rights and workers' rights.

There are many issues that unions and worker justice groups can work to advance in coalition with reproductive health, rights, and justice groups, and priorities will vary depending on the unique dynamics of your own community.

Here are a few examples of issues that sit at the intersection of workers' rights and reproductive rights:

PAID SICK LEAVE

While traveling to access abortion care is not new, many more people seeking abortion care have been [forced to travel](#) for their care after the Supreme Court's disastrous decision in *Dobbs v. Jackson Women's Health Organization*. Women are [overrepresented](#) in low-paid and service-sector roles which are less likely to provide workers with paid sick leave, making traveling for care especially difficult. Some individuals may not be able to take leave—even unpaid leave—without risking workplace discipline or termination. And for those who can take unpaid leave, the loss of income, on top of the costs of transportation, child care, and the abortion care itself, is deeply harmful to a worker and their family. Paid sick leave is essential for all working people, including those seeking abortion care, and unions and repro groups can work together to make it a reality.

PREGNANCY ACCOMMODATIONS

The federal Pregnant Workers Fairness Act [provides](#) workers with the right to reasonable workplace accommodations to address temporary limitations due to pregnancy, childbirth, or related medical conditions.

Some states have challenged the inclusion of abortion-related accommodations in this law, and NWLC and national organizations, including labor unions, are actively [fighting](#) these challenges. In the meantime, state and local unions and abortion advocacy groups can work to pass or strengthen pregnancy accommodations laws in their states.

REPRODUCTIVE HEALTH DISCRIMINATION IN THE WORKPLACE

No one should have to worry about losing their job because of their reproductive health decisions. But [across the country](#), employees are being punished, threatened, or fired for using birth control, having or contemplating an abortion, undergoing in vitro fertilization, or having sex without being married. Although a number of state, local and federal laws already protect against reproductive health discrimination as a form of sex or pregnancy discrimination, narrow or erroneous court decisions have created

loopholes in these laws. Workers, not their bosses, should make their own decisions about their bodies and if, when, and how they have kids. Unions and reproductive health, rights, and justice organizations can work together to support legislation (often referred to as a "Boss Bill") that makes it clear bosses cannot obstruct or coerce an employee when that employee makes a personal reproductive health care decision.

BALLOT MEASURE IMPLEMENTATION

States across the country have enshrined the right to abortion or reproductive freedom in their state constitutions. While a significant achievement, passing a ballot measure does not automatically make reproductive freedom a reality in the state. There is a range of [implementation](#) work necessary to help bring the promise of a new constitutional protection into reality. Implementing a ballot measure can involve repealing old laws, passing new laws, legal challenges to existing restrictions, and more. It requires ongoing advocacy, organizing, and mobilization, including coalition-building across movements. The labor movement, in particular, can play a critical role in this implementation process.

FIGHTING FOR ABORTION ACCESS

CONNECTING OUR MOVEMENTS - TOOLS FOR COALITIONS

SAMPLE ADVOCACY TOOLS

There are many tools we can use in our advocacy for abortion access, from deep canvassing and political education to strategically engaging lawmakers and the media. In the face of unrelenting attacks and oppressive abortion bans and restrictions, working people are creating innovative, community-based advocacy strategies every day. Unions and worker justice organizations can work together with reproductive health, rights, and justice organizations to advance the shared strategies that work best in their communities.

The following sample tools can help you get started with your advocacy, but speaking in your own voice and from your own values is the most powerful advocacy tool you have.



Sample “Abortion Rights Are Labor Rights” Resolution for Legislatures

Whereas the right to control what happens to your body is inextricably tied to the right to control your labor;

Whereas unions fight for workers to have autonomy over their lives and access to health care;

Whereas abortion access empowers people to make their own decisions about their bodies and what is best for them and their families;

Whereas the decision to have or not have a child [impacts](#) a person’s financial well-being, job security, and ability to work and go to school;

Whereas low-paid workers are especially likely to be harmed by the barriers abortion bans create and are at a higher risk of losing wages or their jobs when forced to carry a pregnancy;

Whereas states with abortion bans have lower minimum wages and about half the rate of unionization [as compared to](#) states where abortion is protected;

Whereas many states that ban abortion have the [biggest gaps](#) between what women and men are typically paid;

Whereas [STATE]’s abortion [bans, restrictions] and persistently high poverty rates create a double bind on women, who make up nearly two-thirds of the low-wage workforce [nationally](#) and [x]% in [\[STATE\]](#);

Whereas studies show clear links between access to abortion and higher [participation](#) in the workforce and [economic independence](#) for women;

Whereas if all state-level abortion restrictions were [eliminated](#), annual earning for working women of reproductive age would increase by \$101.8 billion, with average gains of \$1,610 per capita;

Whereas access to abortion increases people’s ability to plan for their future careers and lives;

Now, therefore, be it:

Resolved, that the [LEGISLATIVE BODY]:

1. Affirms that abortion rights are labor rights;
2. Condemns [STATE]’s abortion ban as a grave worker injustice; OR
3. Calls on [STATE] to protect and expand abortion access for [STATE] residents and those seeking abortion care in the state;
4. Affirms that abortion access is key to ensuring that all people have the agency to make decisions about their bodies, control their own destinies, and live with dignity.



Sample Sign-on Letter for/Against Abortion-Related Legislation

[DATE]

[KEY LEGISLATIVE MEMBERS]

[GOVERNOR]

Re: [TITLE OF ABORTION-RELATED LEGISLATION AND BILL NUMBER]

Dear [LEGISLATIVE MEMBERS/LEADERSHIP],

When the Supreme Court overturned Roe v. Wade, it took away a fundamental freedom. Since that time, about half of states have banned or severely restricted abortion access.

This is a crisis. Across the country, pregnant people are facing criminalization, serious physical and emotional harm, and even death as a direct result of abortion bans and restrictions. Abortion providers and helpers are being targeted and punished just for supporting pregnant people seeking care. Millions of people across the country are now being denied the ability to make their own decisions and control their own destinies because of abortion bans.

We, the undersigned workers’ rights and labor organizations, write in [support of/opposition to] [TITLE OF LEGISLATION AND BILL NUMBER]. Our right to control what happens to our bodies is directly linked to our right to control our labor.

[DESCRIPTION OF ORGANIZATION(S) including organization’s purpose, the demographic of who the organization serves, and [for unions] number of members, localities where members are located in, and trade or industry.]

We at [ORGANIZATION(S)] advocate for changes that will help our members live with the dignity they are entitled to. For workers who can become pregnant, that means ensuring that they have access to the reproductive health care they need, including abortion.

Support: [BILL NUMBER] is an important step in ensuring affordable and available abortion care.

Oppose: [BILL NUMBER] jeopardizes their access to care and ability to control their own bodies and life’s path.

Support: This bill removes barriers to abortion that exist in our state, [INSERT ANY BARRIERS TO ABORTION THAT BILL SEEKS TO REMOVE.]

Oppose: This bill worsens existing barriers to abortion that harm everyone in our state, especially working people.

Abortion bans and restrictions threaten working people because being forced to continue a pregnancy may lead to income or job loss and make it harder to take care of themselves or their families. Low-paid workers are [most impacted](#) by the barriers abortion bans and restrictions create and are at higher risk of losing wages or their jobs when forced to carry a pregnancy. Being denied an abortion hurts people’s financial well-being. People who are denied an abortion are [nearly](#) four times more likely to live in poverty. [Studies](#) also show that being denied an abortion increases the amount of debt people are in, as well as the rate of bankruptcies and evictions. At the same time, accessing abortion care is [costly](#) due to deliberately constructed barriers, such as having to travel long distances to clinics, take unpaid leave, and pay out-of-pocket expenses for abortion care, transportation, and child care.

Protecting abortion access is protecting worker justice. People have more control over their economic security when they can make their own decisions about their bodies and what’s best for their families. Studies show clear links between access to abortion and higher [participation](#) in the workforce and [economic independence](#) for women. [Studies](#) also show that if all state-level abortion restrictions were eliminated, annual earning for working women of reproductive age would increase by \$101.8 billion, with average gains of \$1,610 per capita. Access to abortion care increases people’s ability to plan for their future careers and lives.

Support: [BILL NUMBER] will help make sure that all [STATE RESIDENTS] and those who come to [STATE] for abortion care have control over their reproductive futures. We urge [LEGISLATIVE BODY] to [ADVANCE/PASS] [BILL NUMBER]. Securing affordable and available abortion care is part of ensuring that workers and all people have the freedom to control their own bodies, safely care for their families, and live with dignity.

Oppose: [BILL NUMBER] is a devastating blow to working-class [STATE RESIDENTS]. We urge you to [ACTION, such as stop or veto, depending on status] this anti-abortion and anti-worker legislation. As a lawmaker, it is your job to make sure that our laws and policies ensure that workers and all people have the freedom to control their own bodies, safely care for their families, and live with dignity.

Sincerely,
[SIGNERS]



Sample Public Statement on June 24, the Anniversary of the Day SCOTUS Overturned Roe v. Wade

[ORGANIZATION] Issues Statement on # Years Since the Supreme Court Ended the Constitutional Right to Abortion

Today marks # years since the Supreme Court overturned *Roe v. Wade*, ending the constitutional right to abortion and decimating access for working people across the country.

The following is a statement by [ORGANIZATION PRESIDENT] of [ORGANIZATION]:

- When the Supreme Court overturned *Roe v. Wade* # years ago today, it took away a fundamental freedom and many states have since banned or severely restricted abortion access.
- This is a crisis and a direct attack on workers everywhere, especially workers who are low-paid, people of color, women, immigrants, and LGBTQIA+.
- As workers, we know that the right to control what happens to your body is directly linked to the right to control your labor. We also know that many of the politicians trying to take away our right to unionize are the same ones trying to take away our right to abortion.
- Continued attacks on abortion are designed to divide us. Today, we recommit to fighting for the reproductive freedom of all working people.

[*ADDITIONAL POINTS TO INCLUDE; UP TO TWO RECOMMENDED]

[Any state]

- Union members strongly support abortion access. Three in five union members would be [more favorable](#) to their union if it came out in support of abortion access.
- Accessing abortion care is [costly](#) due to deliberately constructed barriers, such as having to travel long distances to clinics, take unpaid leave, and pay out-of-pocket expenses for abortion care, transportation, and child care. These barriers disproportionately [impact](#) low-paid workers.

[For states with abortion bans/severe restrictions]

- Low-paid workers are [most impacted](#) by abortion bans and are at very high risk of losing wages or their jobs when forced to carry a pregnancy.
- People who are denied an abortion are [nearly](#) four times more likely to live in poverty. [Studies](#) also show that being denied an abortion increases the amount of debt people are in, as well as the rate of bankruptcies and evictions.
- On average, states with abortion bans have lower minimum wages and about half the rate of unionization as [compared to](#) states where abortion is protected.
- Many states that ban abortion have the [biggest gaps](#) between what women and men get paid for the same work.

[For states with abortion protections]

- Protecting abortion access is protecting worker justice. Studies show clear links between access to abortion and higher [participation](#) in the workforce and [economic independence](#) for women. Access to abortion care increases people's ability to plan for their future careers and lives.





ORGANIZING SPOTLIGHT: JOBS WITH JUSTICE AFFILIATES IN MISSOURI, OHIO, AND FLORIDA

MISSOURI JOBS WITH JUSTICE

Missouri is a shining example of the power of cross-movement organizing for reproductive and workers’ rights. Missouri Jobs with Justice (MOJWJ) helped win a higher minimum wage and paid sick time in the November 2024 election through their Missourians for Healthy Families and Fair Wages Campaign. In that same election, they fought alongside a coalition of reproductive rights organizations to also win Amendment 3, a constitutional amendment to protect reproductive freedom.

In the campaign lead up, Missouri Jobs with Justice first canvassed for [Proposition A](#), which eventually won the \$13.75 minimum wage and paid sick time. Having been trained on discussing Prop A with voters, organizers were equipped to go back into the field and talk to voters about reproductive rights and passing Amendment 3. Organizers trained canvassers to gather signatures for both Prop A and Amendment 3. MOJWJ was even able to hold “notary nights” where canvassers could notarize signatures for both campaigns.

The same infrastructure and community organizing was able to ultimately cinch both victories for families and workers.

The solidarity has not ended there. With support from the Missouri Family Health Council, MOJWJ has been encouraging union leaders to supply emergency contraceptives and educational materials for members in their local offices. The Prop A and Amendment 3 victories have sparked heavy backlash from the legislature, with lawmakers both repealing paid sick time and advancing a ballot measure that would overturn Amendment 3. Despite these attacks, MOJWJ and their labor and reproductive justice partners will continue to weather the storm together.

To learn more, read our joint blog:
[Forging Democracy: Missouri’s Fight for Reproductive Freedom and Workers’ Rights](#)

CLEVELAND JOBS WITH JUSTICE

Cleveland Jobs with Justice has been applying their direct-action expertise to the abortion access fight by calling for shutting down anti-abortion centers, also known as crisis pregnancy centers. With misleading names, these centers are commonly affiliated with anti-abortion groups and often run by people who do not have a background in health care. They seek to lure people in under the guise of providing health services, but in reality they harass, shame, and scare people out of accessing comprehensive reproductive health care instead.

These centers both target working-class people seeking abortion care and receive public funds that are intended for low-income communities, not anti-abortion organizations. In fact, more than [one billion dollars](#) of public funds have gone to anti-abortion centers since

1995, and nearly \$200 million of these funds were sourced from [Temporary Assistance for Needy Families \(TANF\)](#). Cleveland JWJ’s action serves the dual purpose of taking a stand against these deceptive organizations and raising awareness in the community that they exist and should be avoided.

Cleveland JWJ has also been supporting initiatives to increase minimum wage and paid sick leave for workers. They use their deep ties with labor and community partners to educate local unions about the importance of reproductive rights, and to also advocate for safe staffing and unionization of local health care providers.

To learn more, read our joint blog: [Ohioans Fighting for Abortion Rights and Labor Rights, Side by Side](#)

CENTRAL FLORIDA JOBS WITH JUSTICE

Central Florida Jobs With Justice (CFJWJ) uses their deep ties with labor and the community to conduct political education. With right-wing extremist messaging inundating communities, CFJWJ saw the need to educate their community members about the importance of health care access and reproductive freedom in order to counter messages that stigmatize abortion, contraception, and health care providers. In partnership with Florida Access Network, the only queer, BIPOC-led statewide abortion fund in Florida, CFJWJ developed a political education training to focus specifically on reproductive and labor justice.

CFJWJ believes that their fights for working people, health care access, and reproductive justice are deeply intertwined. They have also been able to connect reproductive justice to campaigns and to build a broad base of community activism. Using “online to offline” strategies, they engage unions and volunteers through Facebook groups, polls, and other social media tools to inform their organizing on the ground. They also table at local labor and community events to share political education materials. Looking ahead, CFJWJ’s focus will be conducting in-person trainings with union members about reproductive justice and how they can incorporate relevant language into their contracts.

To learn more, read our joint blog: [Reproductive Justice and Worker Justice Groups Coming Together in Florida](#)



Political education is an essential component of organizing. It helps people connect the dots between their lived experiences and the larger structural issues impacting their communities. Central Florida Jobs With Justice’s work with Florida Access Network can serve as a helpful model for those looking to incorporate political education in their reproductive and workers’ rights organizing. AFL-CIO has also developed a “[Reproductive Health and the Economy](#)” training guide, including a training script and handout materials, as well as helpful resources for facilitators. You can adopt and adapt this training to fit the needs of your union or larger community.



FIGHTING FOR ABORTION ACCESS

BUILDING OUR COLLECTIVE POWER – TOOLS FOR BARGAINING

Unions can play an important role in protecting and expanding reproductive rights for workers through collective bargaining agreements (CBAs). Unions can and have put into place protections for individuals seeking abortions and other reproductive health care, such as insurance coverage, travel benefits, anti-discrimination protections, and privacy protections.

The NewsGuild of New York-Communications Workers of America (CWA) has provided [model contract language](#) that you can use as a starting point to bargain for abortion protections. The National Education Association (NEA) has also compiled a comprehensive [report](#) identifying and explaining provisions related to reproductive health care that can be included in a CBA.

CBA PROVISIONS PROTECTING ABORTION ACCESS FOR WORKERS

Insurance Coverage

Check your insurance provisions to ensure comprehensive coverage for the full range of services that may be needed for abortion care, such as medical treatment for both procedural and medication abortion, prescription medication and mail delivery, and telehealth. If your plan covers abortion care that is now prohibited in the state due to an abortion ban, your employer should have

to work with your union to find alternatives, given that this is a substantial change. For example, you could bargain for in-network rates for out-of-network, out-of-state care.

Travel Stipends

Union members who work in states with abortion bans, or in abortion deserts, may have to travel to obtain care. You can bargain for stipends to cover costs related to such travel, including lodging and transportation.

Privacy

Privacy of health information is a key concern for workers, especially those working in states with abortion bans. You can bargain for protections against employer surveillance of employees’ social media, personal email, or personal devices. You can also bargain to limit the amount of documentation and information needed to request sick leave or build on the health data privacy provisions that already exist under HIPAA.

Anti-Discrimination

Across the country, employees are being punished, threatened, or fired for using birth control, having or contemplating an abortion, undergoing in vitro fertilization, or having sex without being married. Although a number of state, local and federal laws already protect against reproductive health discrimination as a form of sex or pregnancy discrimination,

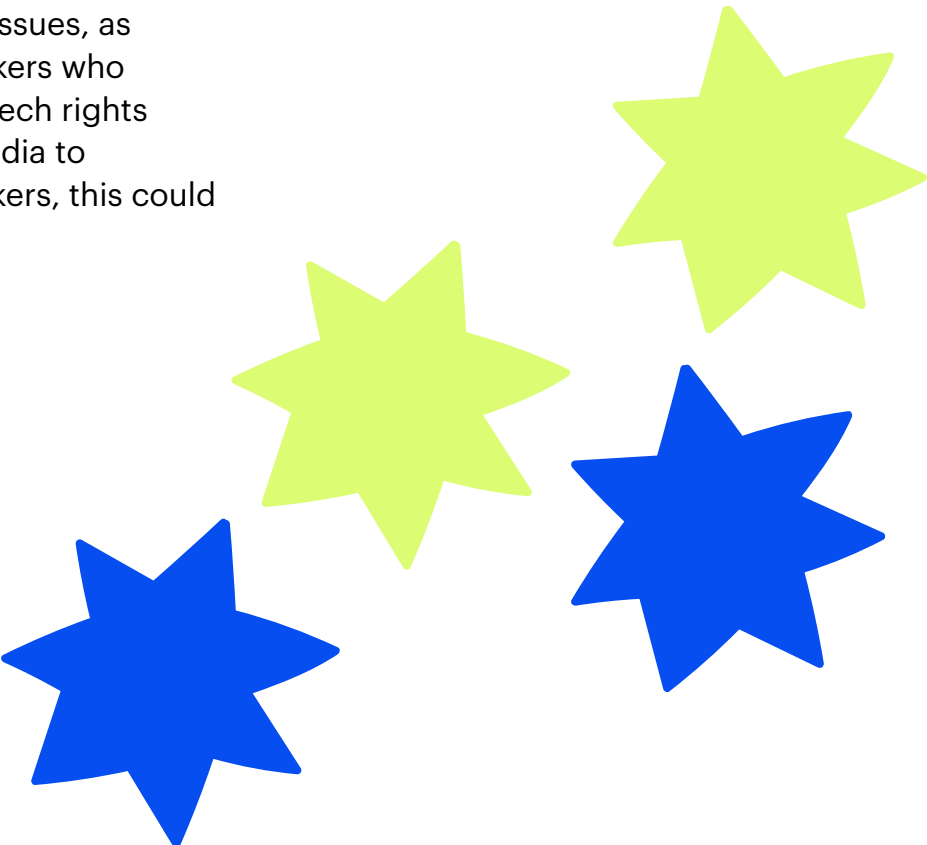
narrow or erroneous court decisions have created loopholes in these laws. Legislation such as a [Reproductive Health Nondiscrimination Act](#) or “Boss Bill” can help address reproductive health discrimination. Unions can also bargain for protections against workplace discrimination due to one’s reproductive health decisions.

Know Your Rights: Speaking About Abortion as a Workplace Issue

The News Guild of New York - Communication Workers of America has also developed [guidance](#) on speaking about abortion, and other issues, as a workplace issue. For workers who are curious about their speech rights everywhere from social media to conversations with co-workers, this could be a helpful resource.

We know that the work of unions fighting for higher wages, paid sick leave, improved health benefits, and better working conditions helps support abortion access.

When workers are in a stronger economic position, and when they have benefits that allow them to take care of themselves and their families, they are better equipped to access any health care, including abortion care. With worker voice and representation, we all benefit.



CONNECTING WORKERS TO CARE

HOW TO GET AN ABORTION

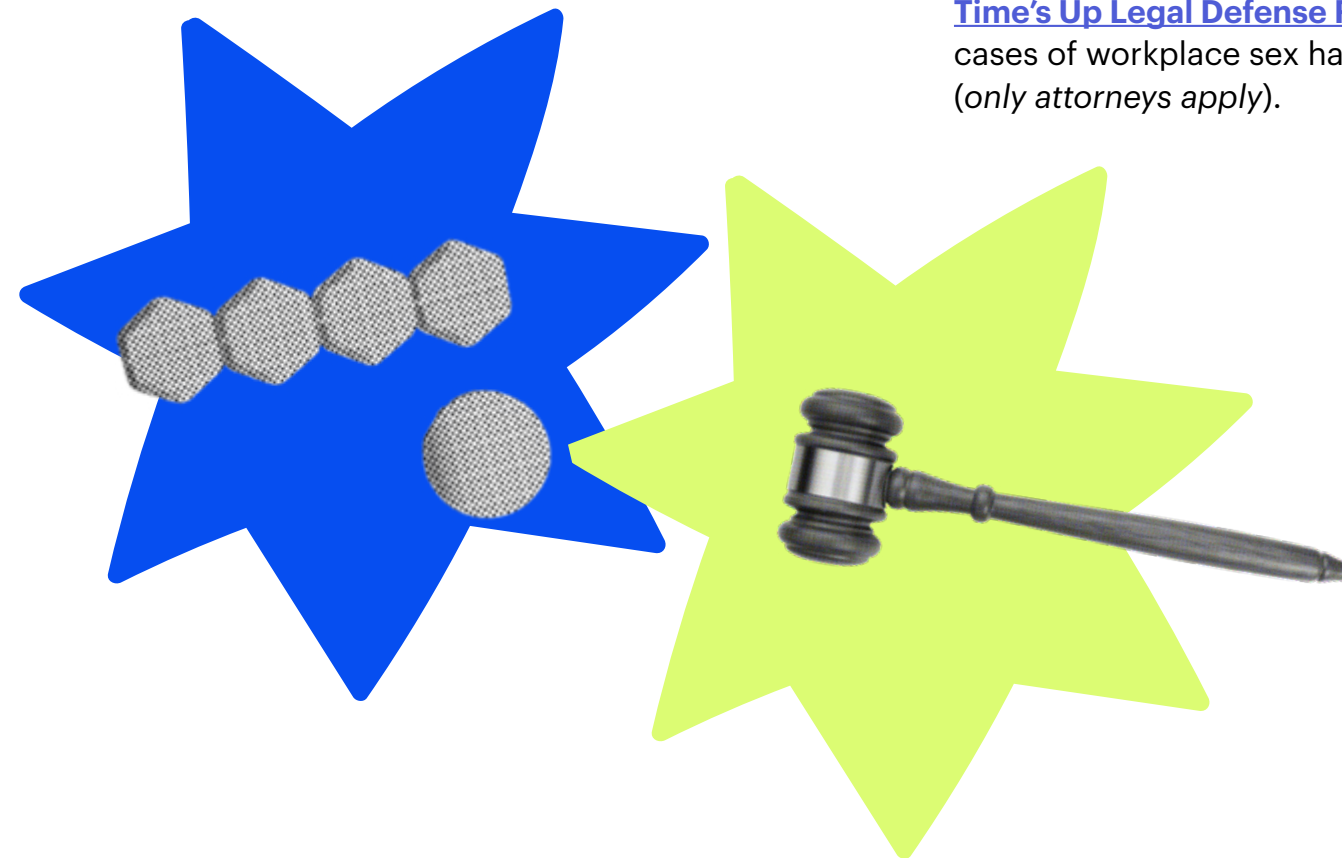
[INeedAnA.com](https://www.ineedana.com): for help finding vetted, up to date, and personalized information on how to get an abortion.

[M+A Hotline](https://www.mahotline.org): a confidential, private, and secure phone and text hotline for people seeking medical information and support for their miscarriage or abortion.

[National Network of Abortion Funds](https://www.nationalnetworkofabortionfunds.org): for help paying for abortion care.

[PlanCPills.org](https://www.plancpills.org): for information and resources about getting abortion pills.

[Reprocare.com](https://www.reprocare.com): free, anonymous, peer-based logistical and emotional support, medical info, and referrals.



CONNECTING WORKERS TO CARE

HOW TO GET LEGAL SUPPORT

[ReproLegalHelpline.org](https://www.reprolegalhelpline.org): a free, confidential source for legal advice and information on self-managed abortion.

[Abortion Access Legal Defense Fund](https://www.abortionaccesslegaldefensefund.org): This fund helps pay for legal expenses incurred by abortion patients and supporters.

[Abortion Defense Network](https://www.abortiondefensenetwork.org): This network defends abortion providers and supporters caught up in the legal system.

[Legal Network for Gender Equity](https://www.legalnetworkforgenderequity.org): This network connects individuals experiencing sex discrimination at work, school, or in accessing health care with attorneys.

[Time's Up Legal Defense Fund](https://www.timesuplegaldefensefund.org): This fund helps pay legal fees for select cases of workplace sex harassment and related retaliation (only attorneys apply).

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