



# CITY OF WEST HOLLYWOOD

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September 19, 2017

Governor Jerry Brown  
State Capitol, Suite 1173  
Sacramento, CA 95814

Dear Governor Brown:

**RE: AB 569 (Gonzalez-Fletcher) Reproductive Health  
Nondiscrimination Act – REQUEST FOR SIGNATURE**

The City of West Hollywood supports AB 569 (Gonzales-Fletcher), the Reproductive Health Nondiscrimination Act (RHNDA), which protects California employees from workplace discrimination based on their personal reproductive health care decisions. The City of West Hollywood City Council Resolution #17-4931 in support of AB 569 is attached. AB 569 is on your desk awaiting consideration.

Employers nationwide are increasingly using religion to discriminate against their female employees' personal reproductive decisions. Such discrimination is both a reproductive rights issue and an economic security matter for women and their families. AB 569 continues California's leadership in the area of reproductive rights by setting state standards for employers while providing employees with legal recourse should they experience these discriminatory practices.

Appropriately, the legal protections established through RHNDA do not force anyone to change his or her personal views on reproductive health; rather, they require employers to evaluate employees based on work performance, not on personal, private health care decisions.

The City of West Hollywood is committed to protecting women's rights and access to reproductive health care. As the first "pro-choice" city in the nation, the City of West Hollywood has steadfastly advocated for laws that respect women's rights to make decisions about their reproductive choices without fear of employer retaliation.

The City of West Hollywood urges a signature on AB 569.

Respectfully,

John Heilman  
**MAYOR**

Cc: Hon Lorena Gonzalez-Fletcher, AD 80  
Hon Benjamin Allen, SD 26  
Hon Richard Bloom, AD 50

## CITY COUNCIL

JOHN HEILMAN  
*Mayor*

JOHN J. DURAN  
*Mayor Pro Tempore*

JOHN D'AMICO  
*Councilmember*

LINDSEY P. HORVATH  
*Councilmember*

LAUREN MEISTER  
*Councilmember*



RESOLUTION NO. 17-4931

A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF WEST HOLLYWOOD IN SUPPORT OF AB  
569 (GONZALEZ FLETCHER), THE  
REPRODUCTIVE HEALTH NONDISCRIMINATION  
ACT

THE CITY COUNCIL OF THE CITY OF WEST HOLLYWOOD DOES  
HEREBY RESOLVE AS FOLLOWS:

WHEREAS, employers are increasingly using their religion to discriminate against their employees for their personal reproductive decisions; and

WHEREAS, dedicated and fully-qualified women can be punished, threatened, or fired for using birth control, for undergoing in vitro fertilization in order to get pregnant, or for having sex without being married; and

WHEREAS, such cases of discrimination are both a reproductive rights issue and economic security matter for women and their families; and

WHEREAS, AB 569 (Gonzalez Fletcher), the Reproductive Health Nondiscrimination Act (RHNDA) protects employees who work in California from workplace discrimination based on their personal reproductive health care decisions; and

WHEREAS, RHNDA prohibits an employer from taking any adverse employment action (including but not limited to termination, demotion or refusal to promote, reassignment to a different shift, reduction of hours, reduction of wages or benefits, etc.) against an employee based on the use of any drug, device, or medical service related to reproductive health by an employee or employee's dependent; and

WHEREAS, RHNDA prohibits an employer from requiring an employee to sign a waiver or other document that purports to deny any employee the right to make his or her own reproductive health care decisions, including the use of a particular drug, device, or medical service; and

WHEREAS, the City of West Hollywood is committed to protecting women's health and wellness and has a long record of advocacy for and protection of women's rights.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of West Hollywood supports AB 569 (Gonzalez Fletcher), the Reproductive Health Nondiscrimination Act.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of West Hollywood at a regular meeting held this 3<sup>rd</sup> day of April, 2017 by the following vote:

AYES:	Councilmember:	D'Amico, Duran, Horvath, Mayor Pro Tempore Heilman, and Mayor Meister.
NOES:	Councilmember:	None.
ABSENT:	Councilmember:	None.
ABSTAIN:	Councilmember:	None.



LAUREN MEISTER, MAYOR

ATTEST:



YVONNE QUARKER, CITY CLERK