



HARRY REID, U.S. SENATOR FOR NEVADA WORKING FOR WOMEN



Throughout his career in Congress, Senator Reid has been a strong advocate of issues important to women ranging from tax relief for Nevada's working families to supporting Title IX. He worked to strengthen legal protections for women, fought to ensure that women and their families will have access to the effective, affordable, quality care they need and deserve, led the effort to give women equal pay for equal work, and has been a champion to help women stay safe and protected from violence. Senator Reid understands that every issue before Congress impacts women and he will continue to fight for the priorities that matter to women across Nevada and the country.

Senator Reid Led the Effort to Give Women Equal Pay for Equal Work. Senator Reid led the successful effort in the Senate to pass the *Lilly Ledbetter Fair Pay Act*, the first bill President Obama signed into law. This landmark legislation restores civil rights protections for workers who face pay discrimination based on age, race, gender, national origin, religion, or disability. This legislation will help ensure that men and women are paid fairly and that they have a fair opportunity under the law to fight back when they are not. According to the *New York Times*, President Obama hailed the effort as a “clear message that making our economy work means making sure it works for everybody.” After fighting to pass the bill in the face of resistance from an unsupportive Bush Administration, Senator Reid made passage a top priority in 2009, clearing the *Lilly Ledbetter Fair Pay Act* for White House approval just a week after President Obama took office. Senator Reid is also an original co-sponsor of the *Paycheck Fairness Act*, which would revise and strengthen the *Equal Pay Act of 1963* and further target gender pay discrepancies in the work place. He continues to support this bill and was an original co-sponsor when it was reintroduced in the 112th Congress. [S. 181, Senate Vote 37, 01/27/09, P.L. 111-002; New York Times, 01/29/09; S. 182, Introduced 01/08/09; S. 3772, Introduced 09/13/10; S. 3772, Introduced 09/13/10; S. 182, Introduced 01/08/09; S. 3772, Introduced 09/13/10; S.797, Introduced 04/12/11]

Senator Reid Has Consistently Lowered Taxes for Nevada's Working Families and Small Business Owners. Nevadans and Americans are paying less in taxes thanks to Senator Reid's

HIGHLIGHTS OF SENATOR REID'S RECORD ON ISSUES IMPORTANT TO WOMEN

- ★ Senator Reid Led the Effort to Give Women Equal Pay for Equal Work
- ★ Senator Reid Has Consistently Lowered Taxes for Nevada's Working Families
- ★ Senator Reid Led the Effort to Pass Landmark Health Insurance Reform Legislation Providing Coverage to More Than 600,000 Uninsured Nevadans
- ★ Senator Reid Understands the Important Role Education Plays Within Families and Communities
- ★ Senator Reid Has Been a Strong Supporter of the Family and Medical Leave Act (FMLA)
- ★ Senator Reid is an Original Cosponsor of the Violence Against Women Act (VAWA)
- ★ Senator Reid Has Brought Over \$25 Million to Nevada to Help Women Who are Victims of Violence
- ★ Senator Reid Led the Fight to Reauthorize and Improve the Children's Health Insurance Program, Known as Nevada Check Up
- ★ Senator Reid Has Been a Strong Supporter of Title IX
- ★ Senator Reid Has Improved Access to Contraception
- ★ Senator Reid Was Instrumental in Raising the Federal Minimum Wage
- ★ Senator Reid Ensured Passage of Landmark Hate Crimes Legislation
- ★ Senator Reid Has Worked to Ensure the Representation of Women on the Federal Bench

work in Congress. Senator Reid has led the way in easing Nevada's tax burden and providing tax relief for Nevada's families and small business owners.

- ***Senator Reid Supported a Payroll Tax Cut for Nearly 1.2 Million Nevada Workers.*** In 2010, Senator Reid led the Senate in passing legislation that provided a payroll tax cut to nearly 1.2 million Nevada workers. When this tax cut was scheduled to expire in December 2011, he fought to extend the tax cut for an additional two months through February 2012, to give Congress more time to find a year-long solution. Senator Reid successfully pushed legislation that extends the payroll tax cut for employees for all of 2012 and ensures that Nevada workers do not see their paychecks reduced. [H.R. 4853, Unanimous Consent, 09/23/10, Senate Vote 276, 12/15/10, P.L. 111-312; H.R. 3765, Unanimous Consent, 12/23/11, P.L. 112-078; White House, 09/08/11; H.R. 3630, Unanimous Consent, 12/17/11, Senate Vote 22, 02/17/12, P.L. 112-096]
- ***Senator Reid Provided Tax Relief for Working Americans through the Making Work Pay Tax Credit.*** The Making Work Pay tax credit, enacted as part of the *American Recovery and Reinvestment Act* (Recovery Act), lowered the tax bills for 95 percent of Nevada workers by as much as \$400 for individuals and \$800 for a married couple. The credit increased the take home pay for 120 million American households for 2009 and 2010. [H.R. 1, Senate Vote 64, 02/13/09, P.L. 111-005]
- ***Senator Reid Fought to Make the Tax Code Fairer for Nevada Taxpayers.*** In 2004, Senator Reid fought to reinstate the deduction for state and local sales taxes as a matter of fairness for states like Nevada that choose not to impose an income tax. The deduction was reinstated on a temporary basis and, through the efforts of Senator Reid, has been extended for each year thereafter. [H.R. 4520, Senate Vote 211, 10/11/04, P.L. 108-357; H.R. 6111, Senate Vote 279, 12/09/06, P.L. 109-432; H.R. 1424, Senate Vote 213, 10/1/08, P.L. 110-343; H.R. 4853, Senate Vote 276, 12/15/10, P.L. 111-312]
- ***Senator Reid Made the Child Tax Credit Available to More Families.*** The Recovery Act made the full Child Tax Credit available to more families for 2009 and 2010 by lowering the earnings threshold from \$8,500 to \$3,000. Senator Reid worked to include an extension of this benefit as part of the *Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010*. [H.R. 1, Senate Vote 64, 02/13/09, 111-005; H.R. 4853, Senate Vote 276, 12/15/10, P.L. 111-312]
- ***Senator Reid Expanded the Earned Income Tax Credit to Help Working Families.*** The Recovery Act provided tax relief for working families by making improvements to the Earned Income Tax Credit. The Act increased the credit to 45 percent for families with three or more children, and provided relief from the "marriage penalty" by increasing the income level at which married couples begin to lose the credit. These improvements were extended as part of the *Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010*. [H.R. 1, Senate Vote 64, 02/13/09, P.L. 111-005; H.R. 4853, Senate Vote 276, 12/15/10, P.L. 111-312]
- ***Senator Reid Was Instrumental in Ensuring Tip Tax Agreements for Nevada Workers.*** These are voluntary agreements between the IRS, the employer, and tipped employees that make it easier for employees to comply with the law and avoid time-consuming and burdensome IRS audits. [Las Vegas Review Journal, April 11, 2003]
- ***Senator Reid Supports Relief from the Alternative Minimum Tax.*** The Alternative Minimum Tax (AMT) was originally enacted in response to reports that some wealthy individuals paid no federal income tax. However, the AMT was not indexed for inflation and an increasing number of middle-

income families will be subject to this tax if no action is taken to provide relief. The Recovery Act protected the nearly 95,000 Nevada taxpayers who would otherwise have been subject to for the AMT in 2009. AMT relief was extended through 2011 as part of the *Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010*. [H.R. 1, Senate Vote 64, 02/13/09, 111-005; Senate Vote 185, S. 896, 05/6/09, P.L. 111-022; H.R. 4853, Senate Vote 276, 12/15/10, P.L. 111-312]

- ***Senator Reid Advocated for Marriage Penalty Relief.*** Many families are affected by the marriage penalty. In certain situations, married couples pay higher taxes than they would if they were two individuals filing separately. This “marriage penalty” was substantially reduced for most taxpayers in 2001. That relief was scheduled to expire at the end of 2010, but was extended as part of the *Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010*. [Senate Vote 173, S.Con.Res. 13, 04/29/09; H.R. 4853, Senate Vote 276, 12/15/10, P.L. 111-312]

Senator Reid Led the Effort to Pass Landmark Health Insurance Reform Legislation Providing Coverage to More Than 600,000 Uninsured Nevadans. Senator Reid worked tirelessly to pass legislation that will lower costs, create more choices, and improve the quality of health care for American families. With the *Affordable Care Act* and the *Health Care and Education Reconciliation Act* signed into law by President Obama, insurance companies are no longer able to deny children health insurance because of a pre-existing condition, or drop coverage if a patient becomes sick. The new law also means that parents can keep children on their health plans up to age 26. When fully implemented, health reform will prohibit insurers from discriminating against women or against consumers based on health status. This historic health reform strengthens Medicare for our seniors and closes the “donut hole,” and ensures that women always have guaranteed choices of quality, affordable health insurance if they lose their jobs, switch jobs, move, or become sick. [Senate Vote 396, HR 3590, 12/24/09, P.L. 111-148; Senate Vote 105, HR 4872, 3/25/10, P.L. 111-152]

- ***Better Health Care Coverage for Nevadans.*** Up to 518,000 residents who are uninsured and 132,000 residents who have individual market insurance will gain access to affordable coverage. Up to 311,000 residents will qualify for premium tax credits to help them purchase health coverage. 328,000 seniors will receive free preventive services and 58,200 seniors will have their drug costs in the Medicare Part D “donut hole” covered over time. Up to 24,000 small businesses will be eligible for tax credits for premiums. [HealthReform.gov, accessed 3/20/10]
- ***One-Stop Shopping to Put Women in Charge.*** Women are often the decision-makers when it comes to health care for their families. Health reform will provide standardized, easy-to-understand information on different health insurance plans available in Nevada so women can easily compare prices, benefits and performance of health plans to decide which quality affordable option is right for themselves and their families.
- ***Reduced Premiums and Premium Tax Credits to Expand Private Insurance Coverage in Nevada.*** Health insurance reform will reduce family health insurance premiums by between \$1,400 to \$2,000 for the same benefits, as compared to what they would be without health reform by 2016. Reform will also provide \$5 billion in premium tax credits and cost-sharing tax credits for residents in Nevada from 2014 to 2019 to purchase private health insurance. [Senate Finance Committee; Senate Finance Committee estimate based on CBO, 11/30/09]

- ***Preventive Care for Better Health.*** The *Affordable Care Act* will help to reduce the tremendous burden of preventable disease among women in Nevada by eliminating copayments and deductibles for recommended preventive care and screenings in new private insurance plans. The law also eliminates out-of-pocket costs for recommended preventive care and screenings like mammograms in Medicare, while adding an annual wellness visit to the program, giving women the opportunity to develop personalized prevention plans and to assess risk factors for disease.
- ***Increased Medicaid Support.*** The Federal government will fully fund the coverage expansion for the first three years of the policy, and continue substantial support, paying for 90 percent of costs after 2020, compared to the 50.2 percent that the Federal government currently covers for Medicaid costs. In total, Nevada could receive \$3.6 billion more dollars in federal funds for Medicaid as a result of the expansion from 2014 to 2019. [Federal Register 73:229, 11/26/08, p. 72051-72053; Senate Finance Committee]

Senator Reid Understands the Important Role Education Plays Within Families and Communities.

Senator Reid has worked hard to strengthen early childhood education and help make college more affordable for all Nevadans.

- ***Senator Reid Strengthened the Head Start Program.*** Senator Reid helped pass the *Improving Head Start for School Readiness Act*, which expanded access and eligibility to comprehensive early childhood education through Head Start for tens of thousands of low-income children. The Recovery Act made \$2.1 billion in grant funding available to the Head Start and Early Head Start programs. These funds allowed thousands more children and families to have access to these important early learning programs. In early 2011, Senator Reid led the effort to protect Head Start by successfully preventing a Republican attempt to cut \$1 billion from the program. If this budget was implemented, it would have reduced the number of low-income children and their families who rely on this program by 20 percent and resulted in an estimated 55,000 teachers and related staff losing their jobs. [H.R. 1429, Senate Vote 409, 11/14/07; H.R. 1, Senate Vote 64, 02/13/09, P.L. 111-005; Department of Health & Human Services, 04/02/09; H.R. 1, Introduced 02/11/11; National Head Start Association]
- ***Senator Reid is Helping to Make College More Affordable.*** Thanks to Senator Reid's leadership, the *Health Care and Education Reconciliation Act* will help make college more accessible and affordable for more students. The law increased the maximum Pell Grant award and invested \$750 million in college access and other supports for students. Senator Reid also worked to establish the American Opportunity Tax Credit through the Recovery Act, providing students and families with a tax credit up to \$2,500 for college tuition and other related expenses. In February 2011, Senator Reid successfully led the effort to block House Republican's attempts to drastically cut the maximum Pell Grant award. Approximately 60 percent of all undergraduate students receiving federal Pell Grant awards are women, and Senator Reid will continue to fight any attempts to lower this important benefit. [H.R. 4872, Senate Vote 105, 03/25/10; H.R. 1, Senate Vote 64, 02/13/09, 111-005; H.R. 1, Introduced 02/11/11; The Journal of Blacks in Higher Education]
- ***Senator Reid Prevented Cuts to Title I Education Funding.*** In 2011, House Republicans tried to cut an additional \$5 billion from the Department of Education, including slashing Title I education funding by nearly \$700 million. Nationwide, this would have resulted in 2,400 schools serving one million disadvantaged students losing funding, and approximately 10,000 teachers and aides would have lost their jobs. Senator Reid successfully led the Senate's efforts to block these drastic cuts. [H.R. 1, Introduced 02/11/11; Democratic House Committee on Appropriations Press Release, 03/24/11]

- ***Senator Reid Fought to Protect Education Jobs.*** Since 2009, the Department of Education has been able to support 300,000 education jobs through funding provided by the Recovery Act and the Education Jobs Fund, which was passed in 2011. These funds were responsible for saving several thousand educator jobs and creating hundreds more. The legislation also helped prevent increased class sizes, a reduction in special education services, and the loss of other essential school services. Nevada schools received over \$157 million in assistance, which helped create or save over 4,300 teacher jobs across our state. [H.R. 1, Senate Vote 64, 02/13/09, P.L. 111-005; U.S. Department of Education Press Release, 04/22/11; U.S. Department of Education American Recovery and Reinvestment Act Report, 11/02/09]

Senator Reid Has Been a Strong Supporter of the Family and Medical Leave Act (FMLA). Many American workers face challenges in balancing their careers with personal or family needs and Senator Reid understands the value and importance of providing workers with greater capability to maintain their careers without sacrificing the needs of their loved ones. This is why Senator Reid was an original cosponsor of the FMLA that was first enacted in 1993. The provisions under this important legislation provide American workers the basic protections to care for themselves and their families in times of great need. In 2010, Senator Reid supported legislation that expanded and improved the FMLA by expanding military family leave provisions and minimum eligibility requirements for airline flight crew members. Senator Reid maintains his support for families across our country through efforts such as the *Telework Enhancement Act* to provide workers with the flexibility to take care of their families while managing a successful career. [S. 5, Introduced 01/21/93; H.R. 1, Senate Vote 11, 02/04/93, P.L. 103-003; H.R. 2647, Senate Vote 327, 10/22/09, P.L. 111-084; S. 1422, Unanimous Consent, 11/10/09, PL. 111-119; S. 1152, Introduced 05/21/09; S. 707, Unanimous Consent, 05/24/10]

Senator Reid was an Original Cosponsor of the First Violence Against Women Act (VAWA). This landmark legislation brings national focus to the epidemic of violence against women. VAWA increases jail sentences for perpetrators of violence aimed at women, criminalizes harassment and stalking, and provides funding for rape prevention and education programs. Additionally, this bill provides grants to law enforcement for domestic violence reduction, established the National Commission on Violent Crime Against Women, and precludes women's sexual and medical history from being introduced in court as justification for violence. Senator Reid is a cosponsor of the current reauthorization and is committed to full funding for VAWA. [S. 11, Introduced 01/21/93; H.R. 3355, Senate Vote 295, 08/25/94, P.L. 103-322; S. 735, Senate Vote 71, 04/17/96, P.L. 104-132; S.Amdt. 3312 to S. 2260, Voice Vote, 07/23/98; H.R. 3244, Senate Vote 269, 10/09/00, P.L. 106-386; H.R. 3204, Unanimous Consent, 12/16/05, P.L. 109-162; S. 1925, Introduced 11/30/11]

Senator Reid Has Brought Over \$25 Million to Nevada to Help Women Who are Victims of Violence. Over the last decade, Senator Reid has brought more than \$25 million to Nevada to support victims of domestic violence and strengthen struggling families. These programs include S.A.F.E. House, the Shade Tree, Nevada Child Seekers, the Las Vegas Family Development Foundation, Kidspace, Olive Crest, the National Council of Juvenile and Family Court Judges, and the Washoe County Sheriff DNA Lab. Senator Reid believes in fighting to support local programs that help families. [CJS Appropriations Bills: FY2009, P.L. 111-008; FY2008, P.L. 110-161; FY2006, P.L. 109-108; FY2005, P.L. 108-447; FY2004, P.L. 108-199; FY2003, P.L. 108-007; FY2002, P.L. 107-077; FY2001 P.L. 106-553; FY2000 P.L. 106-113]

Senator Reid Led the Fight to Reauthorize and Improve the Children's Health Insurance Program, Known as Nevada Check Up. Senator Reid has always fought to make sure that all Nevadans, especially women who are pregnant, have had access to the quality, effective, affordable health care they need and deserve. Senator Reid led the Senate in passing the *Children's Health Insurance Program Reauthorization Act of 2009*. The reauthorization of this program has ensured that thousands of women and their newborn children who do not qualify for Medicaid and would otherwise be uninsured receive the care they need to stay healthy. It

also made it easier for states to cover pregnant women in CHIP and Medicaid, and gave states the option of covering legal immigrant pregnant women and children in CHIP and Medicaid without requiring a five-year waiting period. [Senate Vote 31, HR 2, 1/29/09, P.L. 111-003]

Senator Reid Has Been a Strong Supporter of Title IX. Enacted nearly four decades ago, Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in federally funded education programs or activities. Over the course of this landmark legislation's history, there have been numerous attempts to weaken Title IX and the protections that it affords female students. Most recently, several efforts were made by the Bush Administration to drastically undercut the mandates included in Title IX, all of which Senator Reid strongly opposed. In addition to his strong defense of the statute, Senator Reid continues to do all that he can to promote Title IX. In June 2007, Senator Reid was proud to support a Senate resolution, which recognized the many advancements in equality achieved under Title IX, as well as the need to continue pursuing the goal of educational opportunities for women and girls. [S.Res. 242, Unanimous Consent, 06/20/07]

Senator Reid Has Improved Access to Contraception. Senator Reid has led efforts to improve access to contraception and reduce the staggering rate of unintended pregnancy in our nation.

- Senator Reid championed a provision in the *Affordable Care Act* that paved the way for a new policy that guarantees women enrolled in new plans will have access to the full range of FDA-approved contraception without any copayments beginning in August of 2012. [H.R. 3590, Senate Vote 396, 12/24/09, P.L. 111-148; S. 766, Introduced 05/20/97; S. 1200, Introduced 06/10/99; S. 104, Introduced 01/22/01; S.1396, Introduced 07/11/03; S. 2336, Introduced 04/22/04; S. 20, Introduced 01/24/05; S. 1214, Introduced 06/09/05; S. 21, Introduced 01/04/07; S. 3068, Introduced 05/22/08; S. 21, Introduced 01/06/09]
- Senator Reid fought to pass legislation, which is now law, that allows hundreds of safety-net providers to access affordable prescription birth control. Without this law, skyrocketing drug prices would have made it difficult for the thousands of Nevada women who rely on safety net providers to access the family planning services they need to help prevent unintended pregnancies. This common-sense legislation did not cost a dime. [S. 21, Introduced 1/6/09; H.R. 3288, Senate Vote 374, 12/13/09, P.L. 111-117]
- Senator Reid worked to make it easier for States to extend Medicaid coverage for family planning services and supplies to women who should be entitled to Medicaid funded prenatal, labor, delivery and postpartum care if they become pregnant. [S. 21, Introduced 1/6/09; H.R. 3288, Senate Vote 374, 12/13/09, P.L. 111-117]
- Senator Reid authored a bipartisan law that requires contraceptive coverage for federal employees. [H.R. 4328, Unanimous Consent, 07/30/98, Senate Vote 314, 10/21/98, P.L. 105-277]

Senator Reid Was Instrumental in Raising the Federal Minimum Wage. In 2010, over 4.3 million people, in the United States were paid at or below the minimum wage – 62 percent of whom were women. In 2007, after nearly a decade of struggle against Republican opposition, Senator Reid helped usher through the first increase to the federal minimum wage since 1997. Despite the efforts of those against the wage hike, the bill finally passed, along with \$8.3 billion in tax cuts for small businesses. The legislation raised minimum wage from \$5.15 per hour to \$7.25 an hour over two years, which directly or indirectly benefits 13 million hardworking Americans. [Bureau of Labor Statistics; H.R. 2206, Senate Vote 181, 05/24/07, P.L. 110-028; H.R. 2, Senate Vote 42, 02/1/2007, P.L. 110-028]

Senator Reid Ensured Passage of Landmark Hate Crimes Legislation. Senator Reid has been a strong supporter of hate crimes legislation throughout his career in Congress. In 2009, Senator Reid fought to

ensure that the *Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act* was successfully added as an amendment to the *National Defense Authorization Act* for Fiscal Year 2010. This legislation expands the groups protected under hate crimes law (which previously covered race, color, religion, and national origin) to include gender, along with disability, sexual orientation, and gender identity. This legislation also provides the Department of Justice with the authority to assist state and local jurisdictions in prosecuting violent hate crimes against women, and bring justice to those who commit violent crimes based on bigotry and prejudice.

[H.R.2647, Senate Vote 327, 10/22/09, P.L. 111-84]

Senator Reid Has Worked to Ensure the Representation of Women on the Federal Bench. Throughout his career in the U.S. Senate, Senator Reid has worked to ensure that highly qualified women are represented on the federal courts and in appointed positions throughout the federal government. Senator Reid recommended Judge Johnnie Rawlinson, an exceptional woman who was confirmed to sit on the U.S. Court of Appeals for the Ninth Circuit. When a vacancy to the U.S. District Court for the District of Nevada opened in 2009, Senator Reid felt it was especially important that a woman be nominated to fill the seat, as all of the judges on this court were men. In 2010, he was pleased to be able to swear in Judge Gloria Navarro, who had nearly 20 years of service in both the public and private sector and in federal and state court. Since then, he has recommended Miranda Du and Elissa Cadish to fill two additional vacancies on the District Court. Finally, Senator Reid was proud to lead the effort for confirmation of Supreme Court Justices Sonia Sotomayor and Elena Kagan, the third and fourth women confirmed to serve on the highest court in the land. [P.N. 833, Voice Vote, 07/21/00; P.N. 1341, Senate Vote 128, 05/05/10; P.N. 865, Introduced 08/02/11; P.N. 1382, Introduced 02/16/12; P.N. 506, Senate Vote 262, 08/06/09; P.N. 1768, Senate Vote 229, 08/05/10]

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