The Honorable Kiran Ahuja
Director
U.S. Office of Personnel Management
1900 E Street, NW
Washington, DC 20415

Dear Director Ahuja:

We write to commend your leadership, on behalf of the Biden administration, in strengthening the U.S. Office of Personnel Management’s (OPM) commitment to helping our Nation’s dedicated civil servants build their families through expanded coverage of assisted reproductive technology (ART) services under the Federal Employees Health Benefits (FEHB) Program.

For plan year 2024, OPM succeeded in providing Federal employees with 24 FEHB plan options providing varying levels of coverage of ART. Critically, for the first time in FEHB’s history, OPM secured inclusion of a national plan with ART coverage, ensuring that every Federal employee, no matter where they live, will be guaranteed at least some coverage of ART services.

OPM also deserves significant credit for requiring FEHB carriers to cover in vitro fertilization (IVF) medications for three cycles annually. Out of pocket costs for one cycle of IVF can cost the patient between $15,000 and $30,000, with prescription drug costs accounting for 35 percent of that cost. While significant work remains to be done to improve IVF access, which includes ensuring comprehensive plan designs are inclusive of LGBTQ and solo individuals who rely on medical intervention to build their families, your leadership in making sure FEHB plans cover IVF medications represents meaningful progress in expanding access to fertility treatments, which will ultimately prove life-changing for families across the country.

As OPM begins to prepare for plan year 2025, we strongly urge you to build on the impressive progress the Biden administration has made in empowering the Federal Government to effectively recruit and retain the next generation of civil servants by requiring all FEHB carriers to cover IVF medical treatments and medications in plan year 2025. At a time when IVF is increasingly under attack by the extreme personhood movement, President Biden would send a strong message that his administration, in word and deed, are true champions of safeguarding the right of families to decide if, when and how to build a family.

Requiring FEHB carriers to cover IVF medical treatments and medications for plan year 2025 would reflect the reality that IVF is one of the most effective treatments for families struggling with infertility, and growing in popularity, with its usage nearly doubling from 2012 to 2021. Importantly, it would also sharpen the Federal Government’s competitive advantage in competing for talented workers, as surveys demonstrate that employees experiencing infertility without adequate IVF coverage will express dissatisfaction with their employer and seek new professional opportunities.

As our Nation’s largest employer-sponsored group health insurance plan, FEHB is a national trend setter for employer-sponsored coverage choices and making IVF coverage a default requirement would accelerate the adoption of pro-family policies beyond FEHB to ensure that more workers with employer-sponsored coverage are able to access IVF medical treatments.
Simply put, at a time when seemingly every politician is loudly declaring their support for IVF—even when many of those same politicians support the personhood movement that has endangered IVF’s future—President Biden has an opportunity to demonstrate strong leadership by taking decisive action to make the scientific miracle that is IVF accessible to many more Americans, beginning with our dedicated Federal workforce.

Thank you in advance for considering our request to enhance FEHB’s IVF coverage for plan year 2025, and we look forward to working with you to advance these important initiatives.

Sincerely,

Gerald E. Connolly  
Member of Congress

Tammy Duckworth  
United States Senator

Susan Wild  
Member of Congress

Martin Heinrich  
United States Senator

David J. Trone  
Member of Congress

Chris Van Hollen  
United States Senator

Nydia M. Velázquez  
Member of Congress

Alex Padilla  
United States Senator
Stephen F. Lynch
Member of Congress

Kirsten Gillibrand
United States Senator

Madeleine Dean
Member of Congress

Tim Kaine
United States Senator

Katie Porter
Member of Congress

Cory A. Booker
United States Senator

Julia Brownley
Member of Congress

Jeffrey A. Merkley
United States Senator

Dan Goldman
Member of Congress

Richard Blumenthal
United States Senator
Josh Gottheimer
Member of Congress

Benjamin L. Cardin
United States Senator

Jasmine Crockett
Member of Congress

Elizabeth Warren
United States Senator

Sheila Jackson Lee
Member of Congress

Peter Welch
United States Senator

James A. Himes
Member of Congress

Richard J. Durbin
United States Senator

Shri Thanedar
Member of Congress

John Hickenlooper
United States Senator
Bonnie Watson Coleman  
Member of Congress

Christopher A. Coons  
United States Senator

Rick Larsen  
Member of Congress

Adriano Espaillat  
Member of Congress

Delia C. Ramirez  
Member of Congress

Ayanna Pressley  
Member of Congress

Shontel M. Brown  
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Deborah K. Ross  
Member of Congress

Emanuel Cleaver, II  
Member of Congress

Ann McLane Kuster  
Member of Congress
Raja Krishnamoorthi  
Member of Congress

Chris Deluzio  
Member of Congress

John P. Sarbanes  
Member of Congress

Pramila Jayapal  
Member of Congress

Nanette Diaz Barragán  
Member of Congress

Maxwell Alejandro Frost  
Member of Congress

Lizzie Fletcher  
Member of Congress

Barbara Lee  
Member of Congress

Summer Lee  
Member of Congress

Kevin Mullin  
Member of Congress
Dwight Evans
Member of Congress

Norma J. Torres
Member of Congress

Greg Stanton
Member of Congress

Juan Vargas
Member of Congress

Hillary J. Scholten
Member of Congress

Darren Soto
Member of Congress

John B. Larson
Member of Congress

Doris Matsui
Member of Congress

Mike Levin
Member of Congress

Gregorio Kilili Camacho Sablan
Member of Congress