

# Congress of the United States

Washington, DC 20515

March 14, 2023

The Honorable Kiran Ahuja  
Director  
U.S. Office of Personnel Management  
1900 E Street N.W.  
Washington, D.C. 20415-1000

Dear Director Ahuja:

We write to express our continued support for the U.S. Office of Personnel Management's (OPM) expansion of Federal Employees Health Benefit (FEHB) Program coverage for assisted reproductive technology (ART) services, such as in vitro fertilization (IVF). As FEHB program carriers prepare for plan year 2024, we urge OPM to ensure that all Federal employees have access to at least one plan option with coverage for ART services.

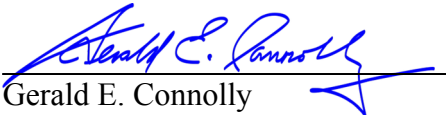
The absence of even one nationwide FEHB plan providing ART services results in far too many civil servants being denied access to infertility services, including diagnosis and related testing; artificial insemination; preservation for embryos, oocytes, and sperm; infertility drugs; embryo transfer; and IVF. In addition, the 19 regional FEHB plan options that do offer some level of ART coverage vary greatly in terms of what specific services are included, resulting in a confusing and complex patchwork of infertility coverage that is inequitably distributed and difficult to navigate.


The Federal Government has an opportunity to seize a competitive advantage that could make it the employer of choice for Americans seeking to serve their country while starting a family. To achieve this objective, OPM must continue to encourage FEHB program carriers provide coverage for ART treatment and enhance the FEHB program so that it includes at least one national plan providing comprehensive coverage of ART services. OPM should strive to require a minimum level of benefits for federal employees, that is consistent with the standard of care and is in line with minimum levels of coverage as recommended by RESOLVE: The National Infertility Association.

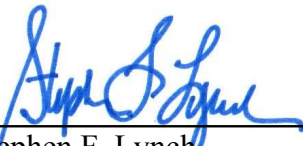
As Members of Congress invested in recruiting and retaining the most effective Federal workforce, we applaud OPM's decision to encourage coverage of ART services. With more and more states adding mandates to cover infertility treatments and more and more private employers following suit, providing access to affordable family planning services is vital to retaining our best civil servants and attracting the next generation of Federal workers.

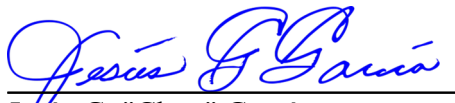
The United States Government should lead by example in demonstrating the importance and benefits of family-friendly workplaces. We strongly urge OPM take decisive action so that calendar year 2024 becomes the first time in history that the FEHB program, our Nation's largest employer-sponsored group health insurance plan, provides high quality coverage for a comprehensive suite of ART services to all Federal employees.

Sincerely,

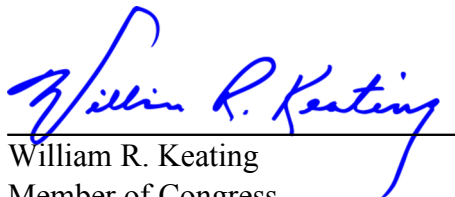
  
Gerald E. Connolly  
Member of Congress


  
Eleanor Holmes Norton  
Member of Congress

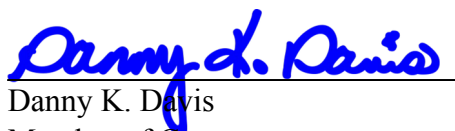
  
Stephen F. Lynch  
Member of Congress

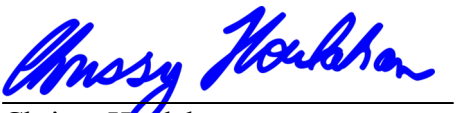
  
Jesús G. "Chuy" García  
Member of Congress

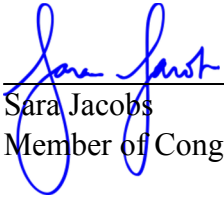
  
Brian Higgins  
Member of Congress

  
William R. Keating  
Member of Congress

  
Adriano Espaillat  
Member of Congress

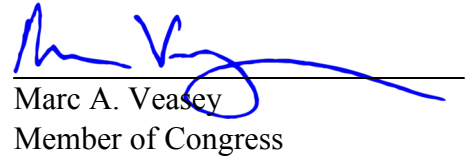
  
Danny K. Davis  
Member of Congress

  
Chrissy Houlahan  
Member of Congress



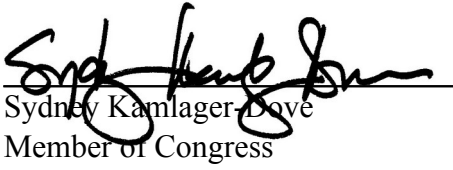
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Sara Jacobs  
Member of Congress



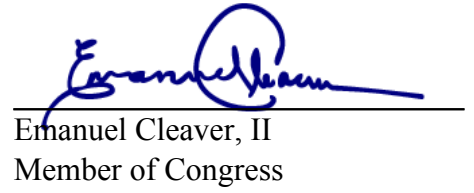
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Marc A. Veasey  
Member of Congress



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Sydney Kamlager-Dove  
Member of Congress



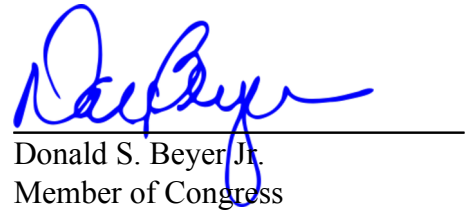
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Emanuel Cleaver, II  
Member of Congress



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Nikema Williams  
Member of Congress



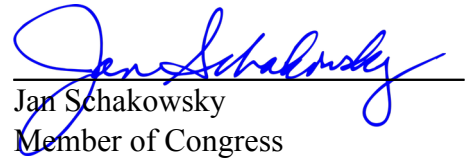
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Donald S. Beyer Jr.  
Member of Congress



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Darren Soto  
Member of Congress



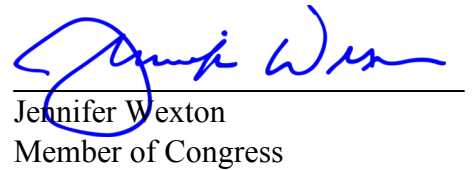
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Jan Schakowsky  
Member of Congress



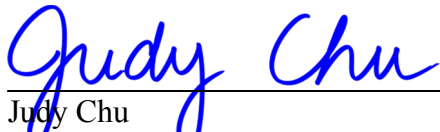
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Ann McLane Kuster  
Member of Congress



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Jennifer Wexton  
Member of Congress



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Judy Chu  
Member of Congress



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Rick Larsen  
Member of Congress



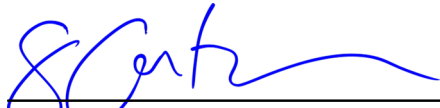
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Bill Foster  
Member of Congress



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Troy Carter  
Member of Congress



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Sean Casten  
Member of Congress



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Jamie Raskin  
Member of Congress



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Ed Case  
Member of Congress