

103^D CONGRESS
1ST SESSION

H. R. 1912

To amend title 5, United States Code, to provide that any carrier offering obstetrical benefits under the health benefits program for Federal employees must also provide benefits relating to certain “family-building procedures”, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 28, 1993

Mrs. SCHROEDER introduced the following bill; which was referred to the
Committee on Post Office and Civil Service

A BILL

To amend title 5, United States Code, to provide that any carrier offering obstetrical benefits under the health benefits program for Federal employees must also provide benefits relating to certain “family-building procedures”, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Federal Employee
5 Family-Building Act of 1993”.

1 **SEC. 2. FAMILY-BUILDING BENEFIT.**

2 Section 8902 of title 5, United States Code, is
3 amended by adding at the end the following:

4 “(o)(1) For the purpose of this subsection—

5 “(A) the term ‘family-building procedure’
6 means—

7 “(i) a medical procedure to overcome infer-
8 tility, including a procedure to achieve preg-
9 nancy or to carry pregnancy to term; and

10 “(ii) procedures relating to child adoption;
11 and

12 “(B) the term ‘child’ means an individual who
13 is under 18 years of age and unmarried.

14 “(2) Any contract under this chapter which provides
15 obstetrical benefits shall also provide benefits for family-
16 building procedures. Any deductible, coinsurance provi-
17 sion, and other similar term or condition under any such
18 contract shall be no more restrictive for family-building
19 benefits than for obstetrical benefits.

20 “(3) To the extent that a contract under this chapter
21 relates to procedures under paragraph (1)(A)(ii), such
22 contract shall provide that—

23 “(A) benefits shall consist of reimbursement for
24 reasonable and necessary—

25 “(i) medical expenses directly relating to
26 the adoption of the child (such as those relating

1 to obstetrical care for the biological mother,
2 medical care for the child, and physical exami-
3 nations for the pre-adoptive or adoptive parent
4 or parents); and

5 “(ii) counseling fees directly relating to the
6 adoption of the child; and

7 “(B) benefits shall be available in connection
8 with—

9 “(i) obstetrical care for the biological
10 mother if, or to the extent that, the pre-adop-
11 tive or adoptive parent or parents are legally re-
12 sponsible (whether by contract or under appli-
13 cable provisions of law) for the cost of such
14 care; and

15 “(ii) medical care for the child if, or to the
16 extent that, the pre-adoptive or adoptive parent
17 or parents are legally responsible (whether by
18 contract or under applicable provisions of law)
19 for the cost of such care.”.

20 **SEC. 3. USE OF SICK LEAVE; PROHIBITION OF COERCION.**

21 Section 6307 of title 5, United States Code, is
22 amended by adding at the end the following:

23 “(d)(1) The Office of Personnel Management shall
24 prescribe regulations under which sick leave otherwise
25 available to an employee under this subchapter shall also

1 be available for purposes relating to family-building proce-
2 dures.

3 “(2)(A) An employee may not directly or indirectly
4 intimidate, threaten, or coerce, or attempt to intimidate,
5 threaten, or coerce, any other employee for the purpose
6 of interfering with such other employee’s rights under this
7 subsection.

8 “(B) For the purposes of this subsection—

9 “(i) the term ‘family-building procedure’ has
10 the meaning given such term by section
11 8902(o)(1)(A); and

12 “(ii) the term ‘intimidate, threaten, or coerce’
13 includes promising to confer or conferring any bene-
14 fit (such as appointment, promotion, or compensa-
15 tion), or effecting or threatening to effect any re-
16 prisal (such as deprivation of appointment, pro-
17 motion, or compensation).”.

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