

# HOUSE BILL No. 4821

August 18, 2015, Introduced by Rep. Driskell and referred to the Committee on Regulatory Reform.

A bill to require employers to provide information about insurance coverage related to reproductive health choices to current and prospective employees; to specify methods of disclosure; and to provide for sanctions.

## THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1       Sec. 1. This act shall be known and may be cited as the  
2       "reproductive health coverage information act".

3       Sec. 2. As used in this act:

4       (a) "Employee" means an individual who is employed by an  
5       employer for compensation.

6       (b) "Employer" means an individual or a private, public, or  
7       governmental entity doing business in this state who employs 1 or  
8       more individuals for compensation.

1 (c) "Reproductive health coverage information" means  
2 information concerning employer-provided health coverage for  
3 prescription contraception, including the existence or lack of  
4 coverage and the extent of coverage.

5 Sec. 3. (1) An employer shall notify each applicant for  
6 employment of reproductive health coverage information using all of  
7 the following methods:

8 (a) Informing the prospective employee in writing before the  
9 offer of employment.

10 (b) Including the reproductive health coverage information in  
11 any posting or advertisement for the employment.

12 (c) If the employer is a corporation, posting the reproductive  
13 health coverage information on the corporate website.

14 (2) An employer shall give each employee written notice of a  
15 change in reproductive health coverage information at least 90 days  
16 before the change takes effect.

17 Sec. 4. A person who violates this act is responsible for a  
18 state civil infraction and may be ordered to pay a civil fine of  
19 not more than \$5,000.00 for each violation.