

Sen. Bradley, Dist 3
Sen. Perkins Kwoka, Dist 21
April 9, 2024
2024-1451s
12/05

Floor Amendment to SB 558-FN

1 Amend the bill by replacing all after the enacting clause with the following:

2
3 1 Short Title. This act shall be known as "The Modern Economy Act."

4 2 Access to Fertility Treatment. Amend RSA 417-G:2, IV to read as follows:

5 IV. *Each health carrier that issues or renews any group policy, plan, or contract of*
6 *health insurance providing benefits for medical or hospital expenses, shall provide*
7 *certificate holders of such insurance coverage for up to 6 rounds of intrauterine*
8 *insemination per plan year regardless of whether the individual has a diagnosis of*
9 *infertility.*

10 V. Coverage under paragraphs ~~[I-III]~~ **I-IV** shall not apply to plans available through the
11 Small Business Health Options Program (SHOP) or to Extended Transition to Affordable Care Act-
12 Compliant Policies.

13 3 Unlawful Discrimination; Fertility Treatment. Amend RSA 354-A:7, VI to read as follows:

14 VI.(a) For the purposes of this chapter, the word "sex" includes pregnancy and medical
15 conditions which *cause or* result from pregnancy *or are otherwise related to pregnancy,*
16 *including but not limited to fertility treatment as defined in RSA 417-G:1 or pregnancy loss*
17 *or related bereavement time.*

18 (b) An employer shall permit a female employee to take leave of absence *and attend*
19 *appointments* for the period of temporary physical disability resulting from pregnancy, childbirth
20 or related medical conditions, *including but limited to well-being checkups, in-vitro*
21 *fertilization follow up, and postpartum care.* When the employee is physically able to return to
22 work, ~~[her]~~ *that employee's* original job or a comparable position shall be made available to ~~[her]~~
23 *them* by the employer unless business necessity makes this impossible or unreasonable.

24 4 Effective Date. This act shall take effect 60 days after its passage.

Floor Amendment to SB 558-FN
- Page 2 -

2024-1451s

AMENDED ANALYSIS

This bill requires insurance companies to certify coverage for fertility treatment and prohibits employer discrimination based upon that treatment.