

# HOUSE BILL NO. 5345

September 29, 2021, Introduced by Reps. Hope, Morse, Stone, Breen, Kuppa, Hood, Weiss, Aiyash, Cavanagh, Manoogian, Bolden, Neeley, Young, Pohutsky, Rogers, Steckloff, Brabec, Sowerby, Haadsma, Koleszar, Brixie, Clemente, Tyrone Carter, Puri, Ellison, O'Neal, Cherry, Sneller, Thanedar, Lasinski and Anthony and referred to the Committee on Workforce, Trades, and Talent.

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

1 employer for compensation.

2 (b) "Employer" means an individual or a private, public, or  
3 governmental entity doing business in this state that employs 1 or  
4 more individuals for compensation.

5 (c) "Reproductive health coverage information" means  
6 information concerning employer-provided health coverage for  
7 prescription contraception, including the existence or lack of  
8 coverage and the extent of coverage.

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

12 (a) Informing the prospective employee in writing before the  
13 offer of employment.

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

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

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

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

24 Enacting section 1. This act takes effect 90 days after the  
25 date it is enacted into law.