

# STATE OF NEW YORK

3120--A

2019-2020 Regular Sessions

## IN SENATE

February 4, 2019

Introduced by Sen. STAVISKY -- read twice and ordered printed, and when printed to be committed to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the labor law, in relation to employee notification of contraceptive coverage

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Subdivision 2 of section 217 of the labor law is amended by adding a new paragraph (c) to read as follows:

(c) "Contraceptive coverage" shall mean that portion of a policy or contract of group accident, group health or group accident and health insurance that provides coverage for the cost of contraceptive drugs or devices approved by the federal food and drug administration or generic equivalents approved as substitutes by such food and drug administration under the prescription of a health care provider legally authorized to prescribe under title eight of the education law.

§ 2. Section 217 of the labor law is amended by adding a new subdivision 3-a to read as follows:

3-a. Contraceptive coverage notification. A policyholder shall provide written notice to certificate holders prior to substituting a policy or contract of group accident, group health or group accident and health insurance with another such policy or contract that alters, restricts, or terminates contraceptive coverage. Such notice shall be provided not less than ninety days prior to any such substitution. Where the certificate holders are employees represented by a labor organization, such notice shall also be promptly provided to the representative of such labor organization. A copy of such notice also shall be promptly provided to the commissioner and the departments of law and financial services. Such written notice shall be in accordance with applicable rules and regulations of the commissioner.

EXPLANATION--Matter in italics (underscored) is new; matter in brackets [-] is old law to be omitted.

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1     § 3. The labor law is amended by adding a new section 217-a to read as  
2 follows:

3     § 217-a. Prospective employee notification of contraceptive coverage.  
4 An employer who is issued a policy or contract for group accident, group  
5 health or group accident and health insurance that covers some or all of  
6 its employees shall provide notice to all persons who seek employment  
7 with such employer as to whether such policy or contract does not  
8 include any or all contraceptive coverage, as such term is defined in  
9 paragraph (c) of subdivision two of section two hundred seventeen of  
10 this article, as a result of conscientious objections of the employer.  
11 Where such policy or contract includes some, but not all, contraceptive  
12 drugs and devices or their generic equivalents approved by the federal  
13 food and drug administration, such notice shall also specify which such  
14 drugs or devices are not included in such insurance coverage. Such  
15 notice shall be prominently displayed on the face of any written appli-  
16 cation for employment utilized by an employer or included on a separate  
17 written notice form to be provided to each person who receives such  
18 written application. Where such employer maintains a publicly accessible  
19 webpage that provides information on prospective employment opportu-  
20 nities, such employer shall provide clear and conspicuous notice on such  
21 webpage as to whether such employer provides contraceptive coverage and,  
22 if so, whether such coverage includes some, but not all, contraceptive  
23 drugs and devices or their generic equivalent approved by the federal  
24 food and drug administration. The commissioner, in consultation with  
25 the department of financial services, is authorized to promulgate such  
26 rules and regulations as he or she deems necessary to implement the  
27 provisions of this section.

28     § 4. This act shall take effect on the ninetieth day after it shall  
29 have become a law.