

Congress of the United States

Washington, DC 20515

April 22, 2024

The Honorable Kiran Ahuja
Director
U.S. Office of Personnel Management
1900 E Street, NW
Washington, DC 20415

Dear Director Ahuja:

We write to commend your leadership, on behalf of the Biden administration, in strengthening the U.S. Office of Personnel Management's (OPM) commitment to helping our Nation's dedicated civil servants build their families through expanded coverage of assisted reproductive technology (ART) services under the Federal Employees Health Benefits (FEHB) Program.

For plan year 2024, OPM succeeded in providing Federal employees with 24 FEHB plan options providing varying levels of coverage of ART. Critically, for the first time in FEHB's history, OPM secured inclusion of a national plan with ART coverage, ensuring that every Federal employee, no matter where they live, will be guaranteed at least some coverage of ART services.

OPM also deserves significant credit for requiring FEHB carriers to cover in vitro fertilization (IVF) medications for three cycles annually. Out of pocket costs for one cycle of IVF can cost the patient between \$15,000 and \$30,000, with prescription drug costs accounting for 35 percent of that cost. While significant work remains to be done to improve IVF access, which includes ensuring comprehensive plan designs are inclusive of LGBTQ and solo individuals who rely on medical intervention to build their families, your leadership in making sure FEHB plans cover IVF medications represents meaningful progress in expanding access to fertility treatments, which will ultimately prove life-changing for families across the country.

As OPM begins to prepare for plan year 2025, we strongly urge you to build on the impressive progress the Biden administration has made in empowering the Federal Government to effectively recruit and retain the next generation of civil servants by requiring all FEHB carriers to cover IVF medical treatments and medications in plan year 2025. At a time when IVF is increasingly under attack by the extreme personhood movement, President Biden would send a strong message that his administration, in word and deed, are true champions of safeguarding the right of families to decide if, when and *how* to build a family.

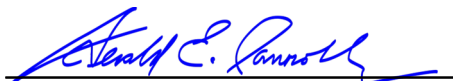
Requiring FEHB carriers to cover IVF medical treatments and medications for plan year 2025 would reflect the reality that IVF is one of the most effective treatments for families struggling with infertility, and growing in popularity, with its usage nearly doubling from 2012 to 2021. Importantly, it would also sharpen the Federal Government's competitive advantage in competing for talented workers, as surveys demonstrate that employees experiencing infertility without adequate IVF coverage will express dissatisfaction with their employer and seek new professional opportunities.


As our Nation's largest employer-sponsored group health insurance plan, FEHB is a national trend setter for employer-sponsored coverage choices and making IVF coverage a default requirement would accelerate the adoption of pro-family policies beyond FEHB to ensure that more workers with employer-sponsored coverage are able to access IVF medical treatments.


Simply put, at a time when seemingly every politician is loudly declaring their support for IVF—even when many of those same politicians support the personhood movement that has endangered IVF’s future—President Biden has an opportunity to demonstrate strong leadership by taking decisive action to make the scientific miracle that is IVF accessible to many more Americans, beginning with our dedicated Federal workforce.


Thank you in advance for considering our request to enhance FEHB’s IVF coverage for plan year 2025, and we look forward to working with you to advance these important initiatives.

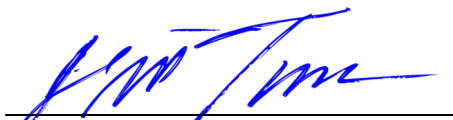
Sincerely,



Gerald E. Connolly
Member of Congress

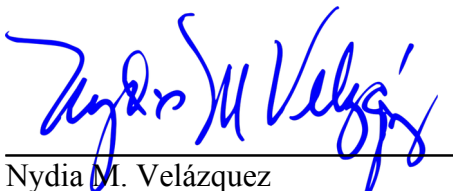

Tammy Duckworth
United States Senator



Susan Wild
Member of Congress



Martin Heinrich
United States Senator


David J. Trone
Member of Congress


Chris Van Hollen
United States Senator


Nydia M. Velázquez
Member of Congress

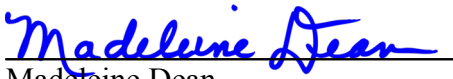

Alex Padilla
United States Senator



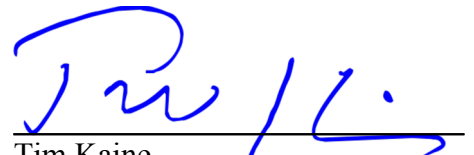
Stephen F. Lynch
Member of Congress



Kirsten Gillibrand
United States Senator




Madeleine Dean
Member of Congress



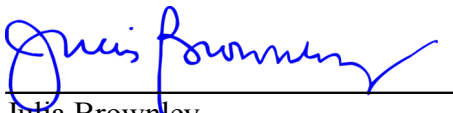
Tim Kaine
United States Senator



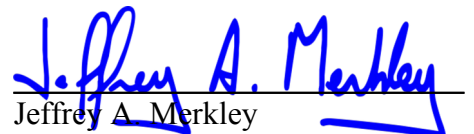
Katie Porter
Member of Congress



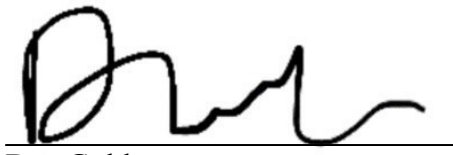
Cory A. Booker
United States Senator



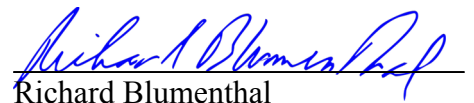
Julia Brownley
Member of Congress



Jeffrey A. Merkley
United States Senator



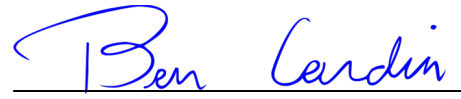
Dan Goldman
Member of Congress



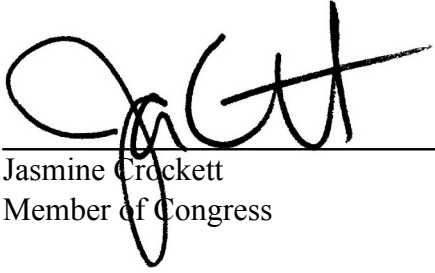
Richard Blumenthal
United States Senator



Josh Gottheimer
Member of Congress



Benjamin L. Cardin
United States Senator



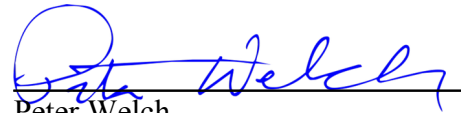
Jasmine Crockett
Member of Congress



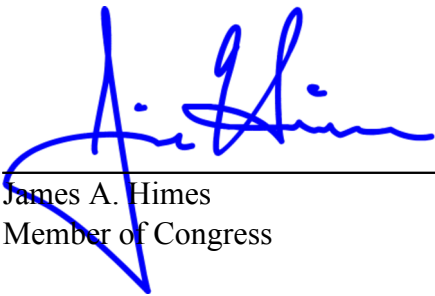
Elizabeth Warren
United States Senator



Sheria Jackson Lee
Member of Congress



Peter Welch
United States Senator



James A. Himes
Member of Congress



Richard J. Durbin
United States Senator



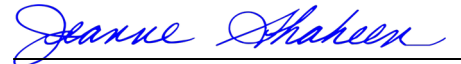
Shri Thanedar
Member of Congress



John Hickenlooper
United States Senator



Frederica S. Wilson
Member of Congress



Jeanne Shaheen
United States Senator



Eric Swalwell
Member of Congress



Mark R. Warner
United States Senator



Andrea Salinas
Member of Congress



Michael F. Bennet
United States Senator



Marc A. Veasey
Member of Congress



Debbie Stabenow
United States Senator



Donald Norcross
Member of Congress



Raphael G. Butler
United States Senator



Bonnie Watson Coleman
Member of Congress



Christopher A. Coons
United States Senator



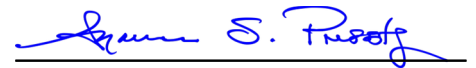
Rick Larsen
Member of Congress



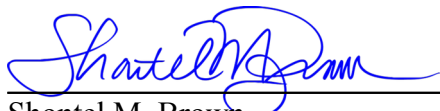
Adriano Espaillat
Member of Congress



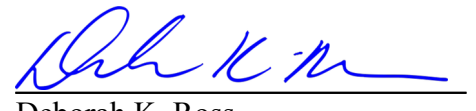
Delia C. Ramirez
Member of Congress



Ayanna Pressley
Member of Congress



Shontel M. Brown
Member of Congress



Deborah K. Ross
Member of Congress



Emanuel Cleaver, II
Member of Congress



Ann McLane Kuster
Member of Congress



Ted W. Lieu
Member of Congress



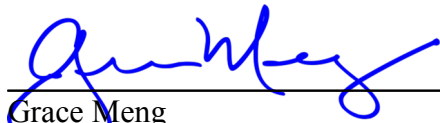
Jennifer L. McClellan
Member of Congress



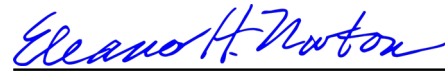
Danny K. Davis
Member of Congress



Rashida Tlaib
Member of Congress



Grace Meng
Member of Congress



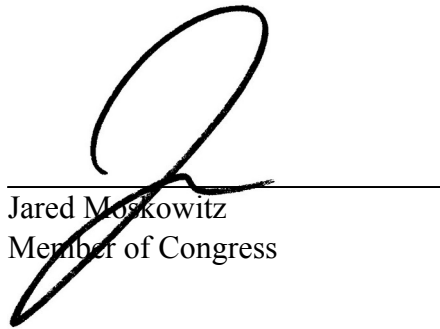
Eleanor Holmes Norton
Member of Congress



Mike Quigley
Member of Congress



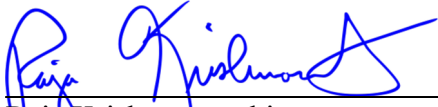
Bradley Scott Schneider
Member of Congress



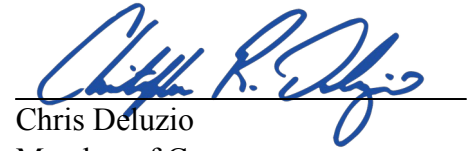
Jared Moskowitz
Member of Congress



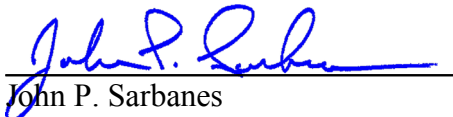
Jennifer Wexton
Member of Congress



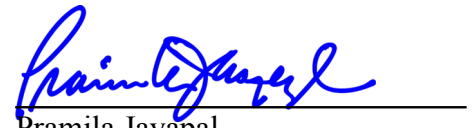
Raja Krishnamoorthi
Member of Congress



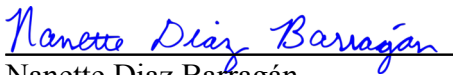
Chris Deluzio
Member of Congress



John P. Sarbanes
Member of Congress



Pramila Jayapal
Member of Congress




Nanette Diaz Barragán
Member of Congress

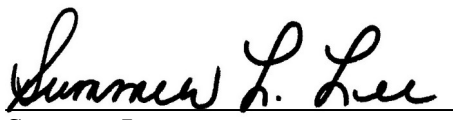
Maxwell Alejandro Frost
Member of Congress



Lizzie Fletcher
Member of Congress



Barbara Lee
Member of Congress



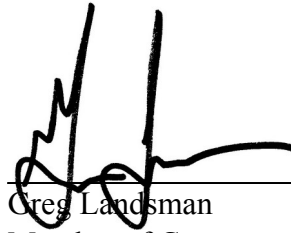
Summer Lee
Member of Congress



Kevin Mullin
Member of Congress




Nikema Williams
Member of Congress



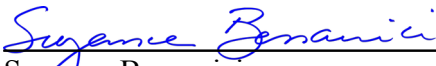
Greg Landsman
Member of Congress



Jamaal Bowman, Ed.D.
Member of Congress



Debbie Wasserman Schultz
Member of Congress



Suzanne Bonamici
Member of Congress



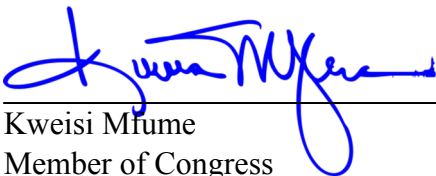
Jake Auchincloss
Member of Congress



Gabe Vasquez
Member of Congress



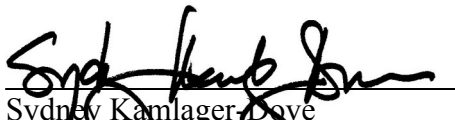
Veronica Escobar
Member of Congress





Kweisi Mfume
Member of Congress





Ro Khanna
Member of Congress

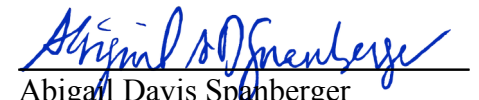

Sydney Kamlager-Dove
Member of Congress

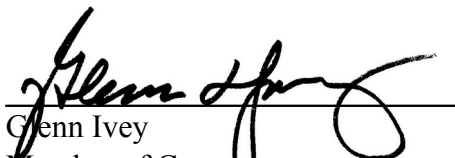

Kathy Castor
Member of Congress



Mark DeSaulnier
Member of Congress



Sean Casten
Member of Congress


Paul D. Tonko
Member of Congress

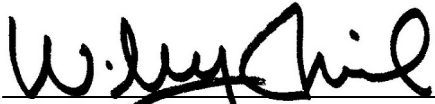

Abigail Davis Spanberger
Member of Congress


Glenn Ivey
Member of Congress


Joaquin Castro
Member of Congress


Chrissy Houlahan
Member of Congress


David Scott
Member of Congress



Wiley Nickel
Member of Congress



Lori Trahan
Member of Congress



Robert Garcia
Member of Congress



Sylvia R. Garcia
Member of Congress



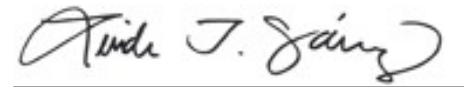
Cori Bush
Member of Congress



Terri A. Sewell
Member of Congress



Donald S. Beyer Jr.
Member of Congress



Linda T. Sánchez
Member of Congress



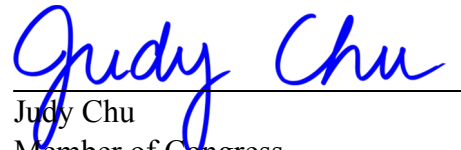
Robert C. "Bobby" Scott
Member of Congress



Bill Pascrell, Jr.
Member of Congress



Henry C. "Hank" Johnson, Jr.
Member of Congress



Judy Chu
Member of Congress



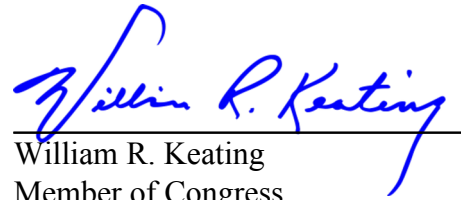
MARK TAKANO
Member of Congress



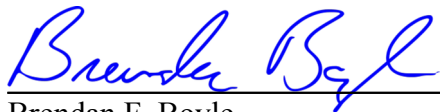
Eric Sorensen
Member of Congress



Andy Kim
Member of Congress



William R. Keating
Member of Congress



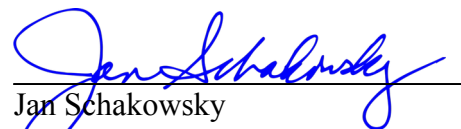
Brendan F. Boyle
Member of Congress



Ilhan Omar
Member of Congress



Diana DeGette
Member of Congress



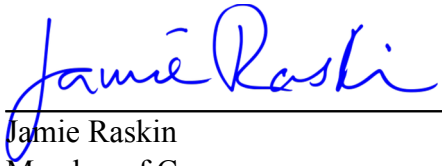
Jan Schakowsky
Member of Congress



Lisa Blunt Rochester
Member of Congress



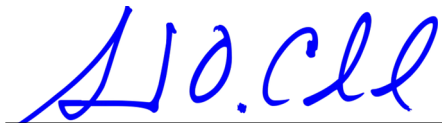
Mikie Sherrill
Member of Congress



Jamie Raskin
Member of Congress



Troy A. Carter, Sr.
Member of Congress



Salud Carbajal
Member of Congress



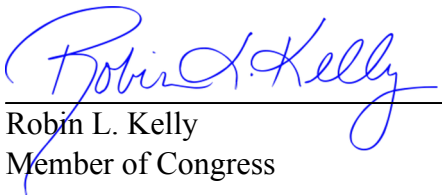
James P. McGovern
Member of Congress



Patrick Ryan
Member of Congress



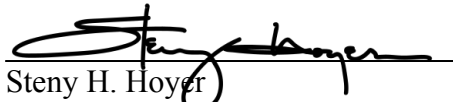
Ami Bera, M.D.
Member of Congress




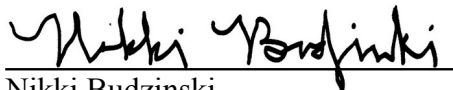
Robin L. Kelly
Member of Congress

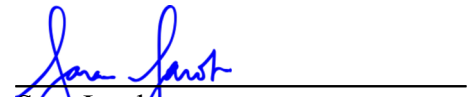



Jerrold Nadler
Member of Congress



Steny H. Hoyer
Member of Congress


Tony Cardenas
Member of Congress



Nikki Budzinski
Member of Congress

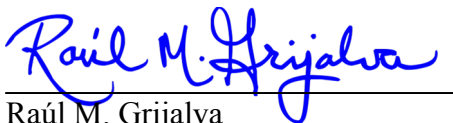

Sara Jacobs
Member of Congress


Betty McCollum
Member of Congress

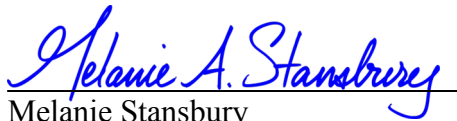

Valerie P. Foushee
Member of Congress


Joyce Beatty
Member of Congress


Bill Foster
Member of Congress


Raúl M. Grijalva
Member of Congress


Alexandria Ocasio-Cortez
Member of Congress



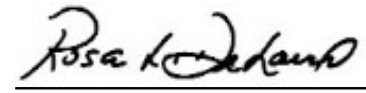
Melanie Stansbury
Member of Congress



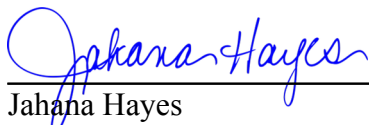
Jesús G. "Chuy" García
Member of Congress



Steve Cohen
Member of Congress



Rosa L. DeLauro
Member of Congress



Jahana Hayes
Member of Congress



Jimmy Panetta
Member of Congress



Grace F. Napolitano
Member of Congress



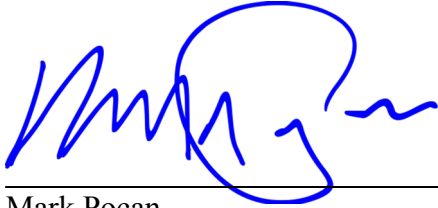
Daniel T. Kildee
Member of Congress



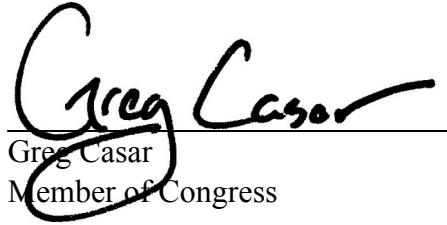
Gabe Amo
Member of Congress



Zoe Lofgren
Member of Congress



Mark Pocan
Member of Congress



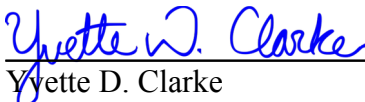
Greg Casar
Member of Congress



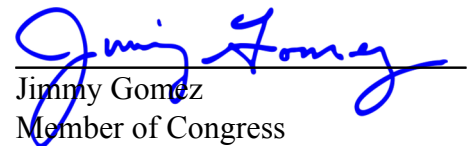
Scott H. Peters
Member of Congress



Susie Lee
Member of Congress



Yvette D. Clarke
Member of Congress



Jimmy Gomez
Member of Congress



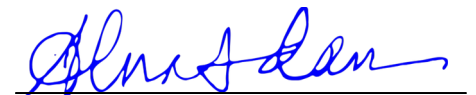
Bennie G. Thompson
Member of Congress



Dina Titus
Member of Congress



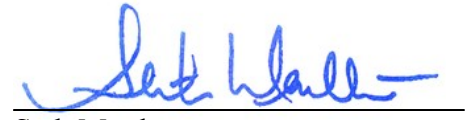
Colin Z. Allred
Member of Congress




Alma S. Adams, Ph.D.
Member of Congress



Jill Tokuda
Member of Congress



Seth Moulton
Member of Congress




John Garamendi
Member of Congress




Jason Crow
Member of Congress




Robert J. Menendez
Member of Congress



Debbie Dingell
Member of Congress




Anna G. Eshoo
Member of Congress



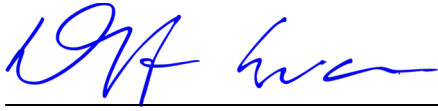
Chris Pappas
Member of Congress



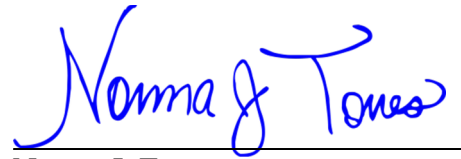
Marcy Kaptur
Member of Congress



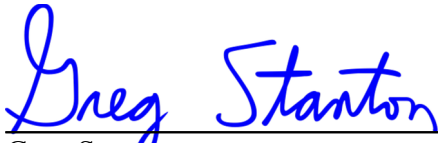
Haley M. Stevens
Member of Congress



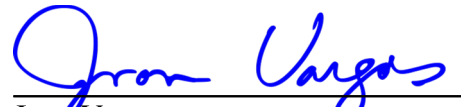
Dwight Evans
Member of Congress



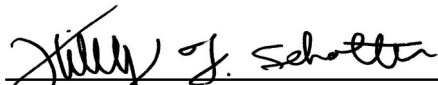
Norma J. Torres
Member of Congress



Greg Stanton
Member of Congress



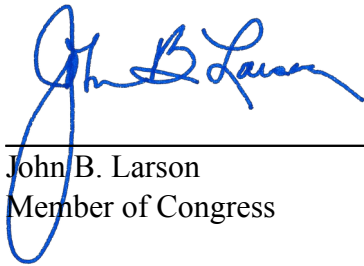
Juan Vargas
Member of Congress



Hillary J. Scholten
Member of Congress



Darren Soto
Member of Congress



John B. Larson
Member of Congress



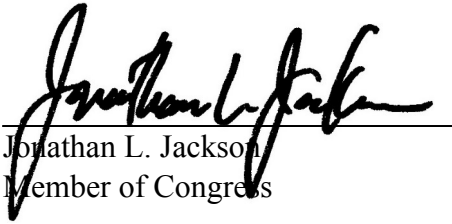
Doris Matsui
Member of Congress



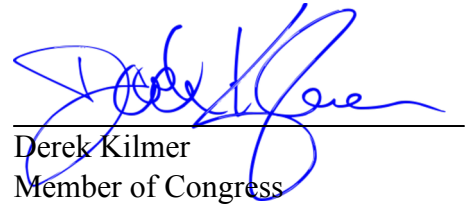
Mike Levin
Member of Congress



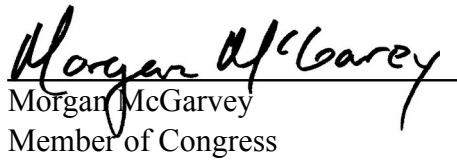
Gregorio Kilili Camacho Sablan
Member of Congress



Jonathan L. Jackson
Member of Congress



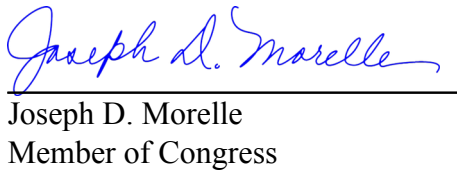
Derek Kilmer
Member of Congress



Morgan McGarvey
Member of Congress



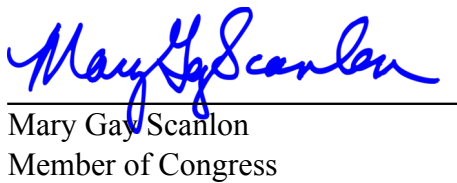
Marilyn Strickland
Member of Congress



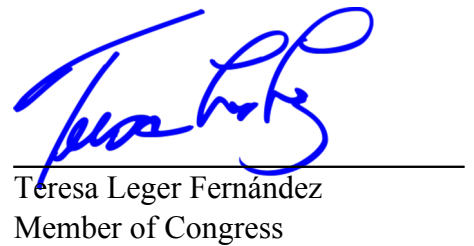
Joseph D. Morelle
Member of Congress



Lauren Underwood
Member of Congress



Mary Gay Scanlon
Member of Congress



Teresa Leger Fernández
Member of Congress



Angie Craig
Member of Congress



Raul Ruiz, M.D.
Member of Congress