

House Health and Human Services Committee

March 4th, 2025

Bill: 2nd substitute SB 245 – Newborn Child Insurance Notification Amendments

Sponsor: Senator Todd Weiler

Floor Sponsor: Representative Stephanie Gricius

UASD Position: Tracking

This Bill requires employers to provide a notification to employees who are birthing a child or adopting a child.

Discussion: The sponsor presented the 2nd substitute of the Bill along with Amendment 1, both of which were adopted by the Committee. He explained that these changes were made in response to Representative Dunnigan's requests, extending the timeframe for employees to notify their employer and brokerage about enrolling a newborn dependent in their health insurance plan from the original period to 60 days.

Senator Weiler further explained that SB 245 requires employers offering health insurance to notify employees who are either birthing or adopting a child of the specific number of days they have to add the child to their health insurance plan. He shared a story about first-time parents of a premature newborn who, while their baby was in the NICU, assumed insurance coverage would be automatic. Their assumption led to serious financial difficulties, which could have been avoided if the employer had informed them of the requirement to notify the insurance company after the baby's birth.

The Bill stipulates that when an employee requests maternity leave or Family and Medical Leave (“FMLA”) due to the birth or adoption of a child, the employer must inform them of the enrollment period for adding the child to their health insurance plan. Representative Ward spoke in favor of these changes. No further discussion followed.

Yeas: 10

Nays: 0

N/V: 4

Outcome: 2nd substitute SB 245, as amended, passed out of the Committee with a favorable recommendation.