



Member Benchmarking Survey Results Infertility Benefits and Marijuana Policy

August 2019

Summary

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- There were a total of 27 respondents, and most were manufacturing companies
 - 33% of respondents had 1,001 to 5,000 employees and 22% had 20,000 to 50,000

Infertility Coverage:

- A majority offer infertility coverage limited to women who meet the clinical definition of infertile
- Most of the coverage is applied to hetero and homosexual couples
- The most popular benefits covered were evaluation by a specialist and drug therapy

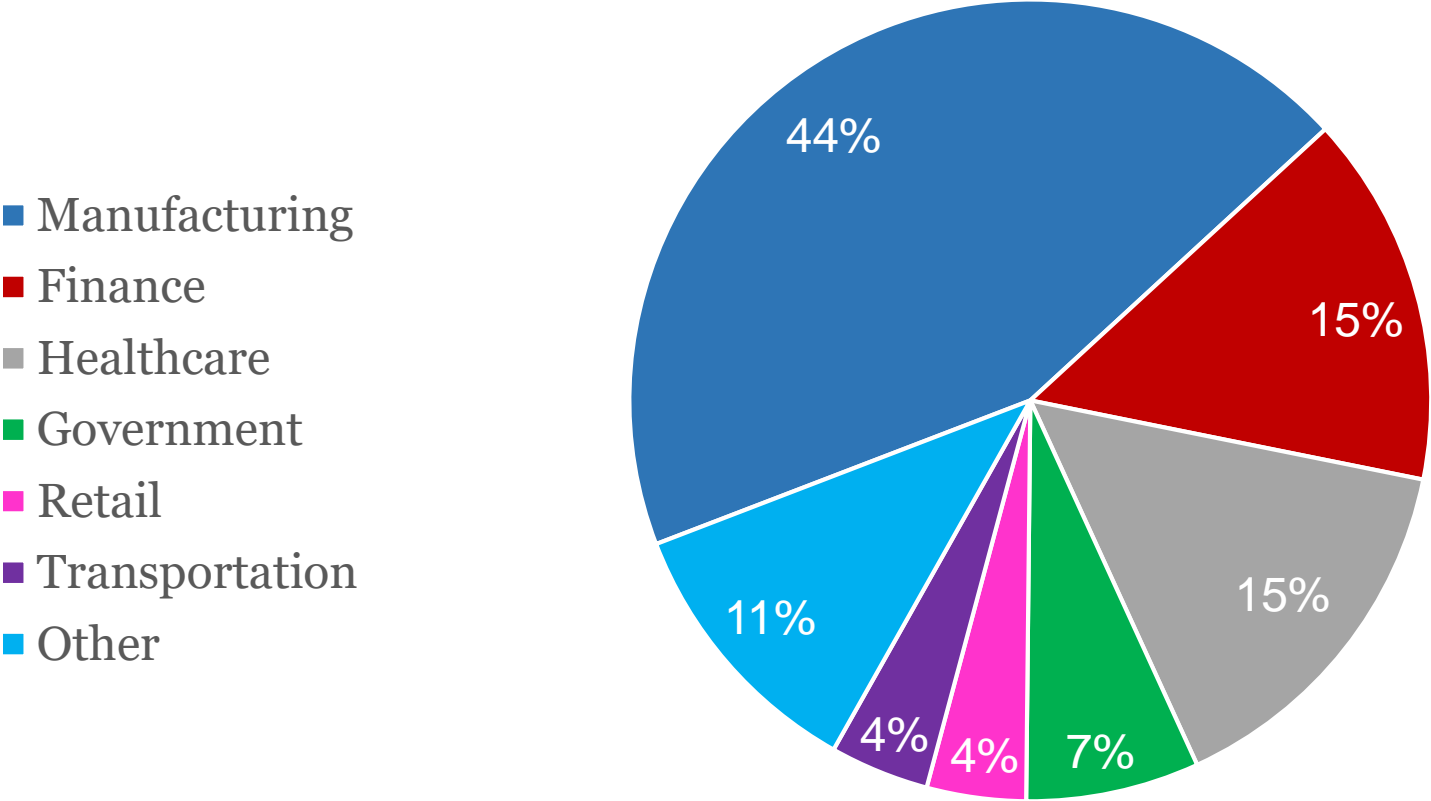
Marijuana policy:

- Half of the respondents will not change any workplace drug policies as a result of Illinois legalizing the use of recreational cannabis
- 5% are planning to make changes to their hiring practices as a result of Illinois legalizing the use of recreational cannabis and 41% are unsure

Industry Representation



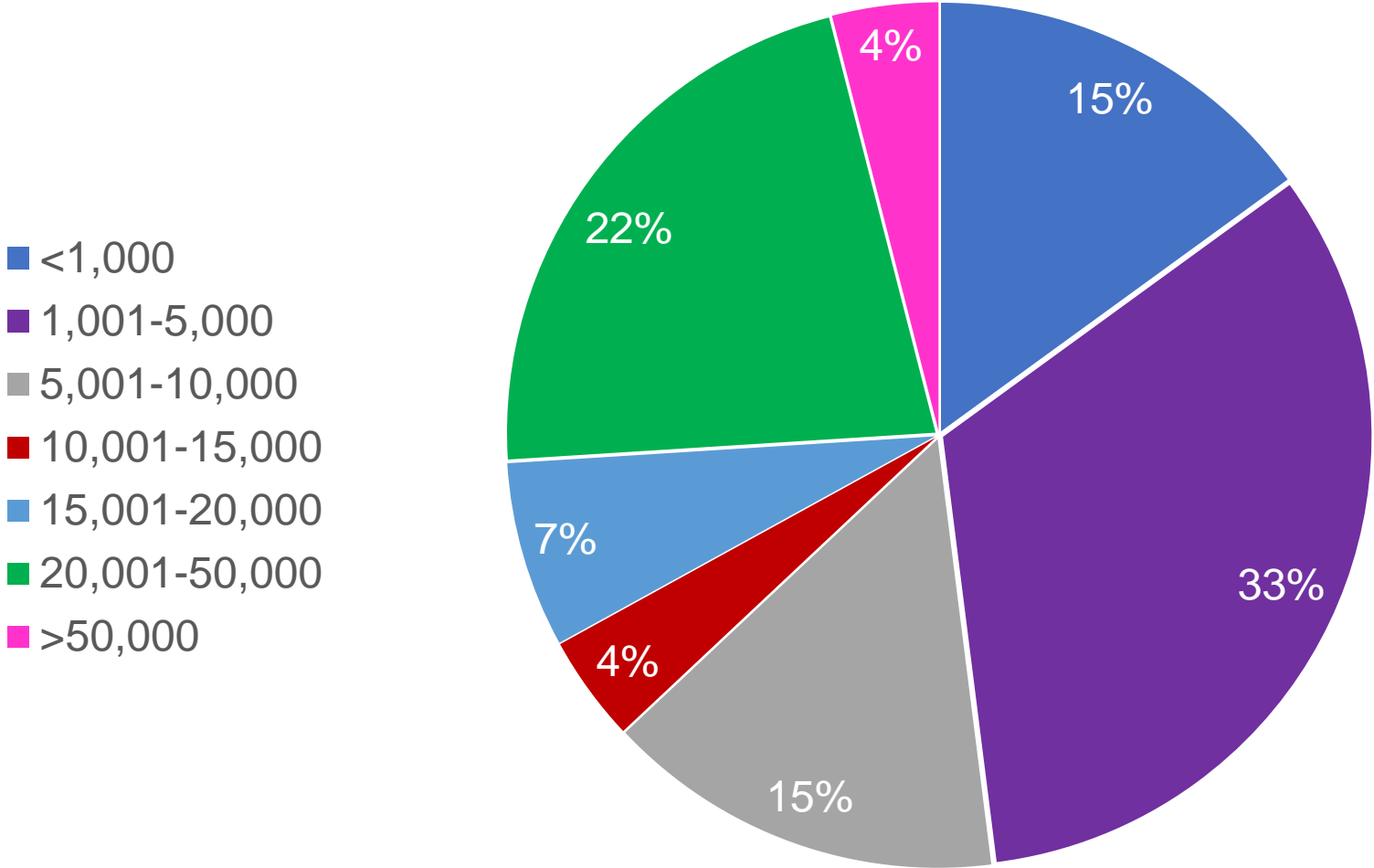
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Employee Count



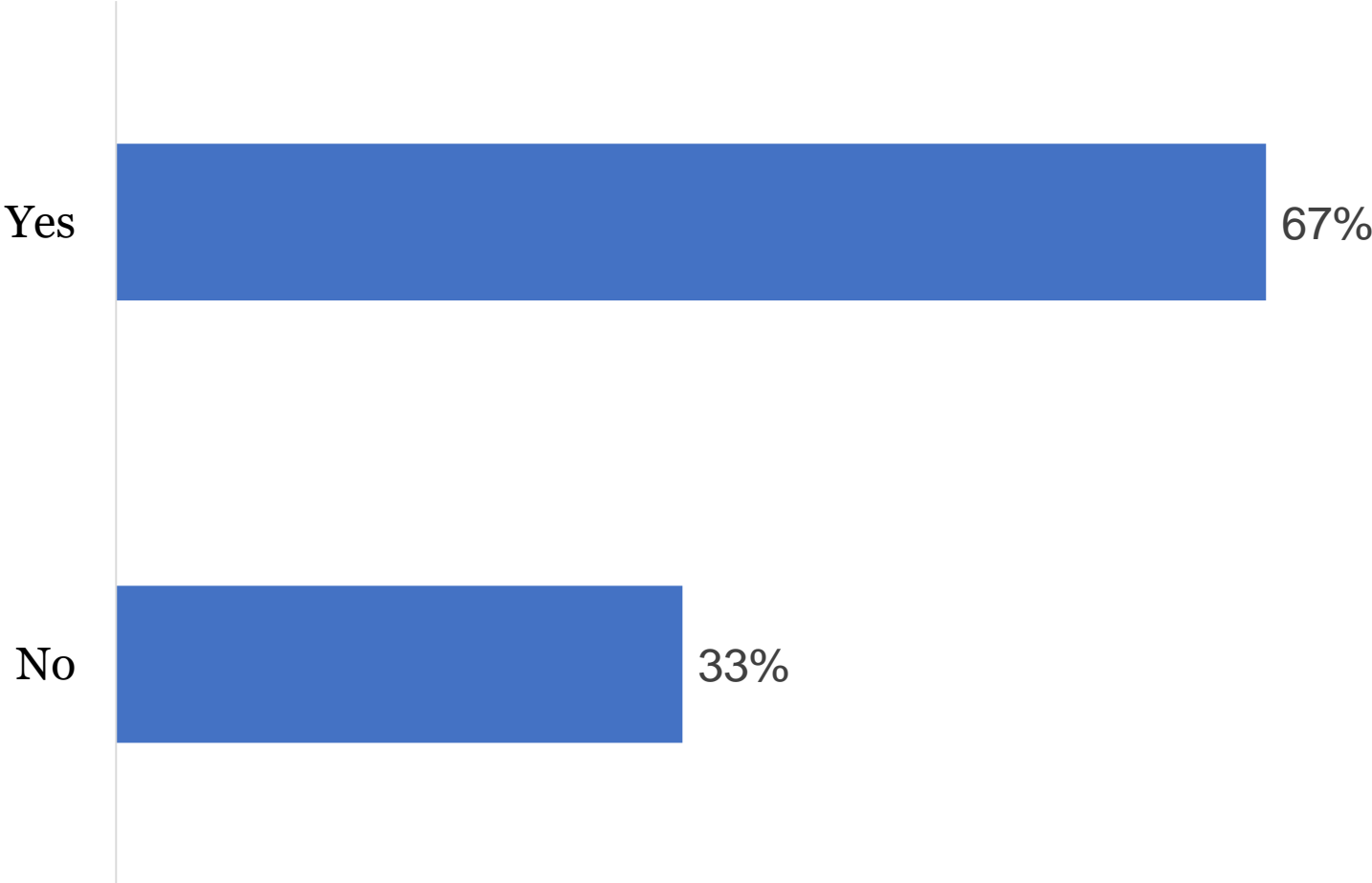
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Do you cover infertility?



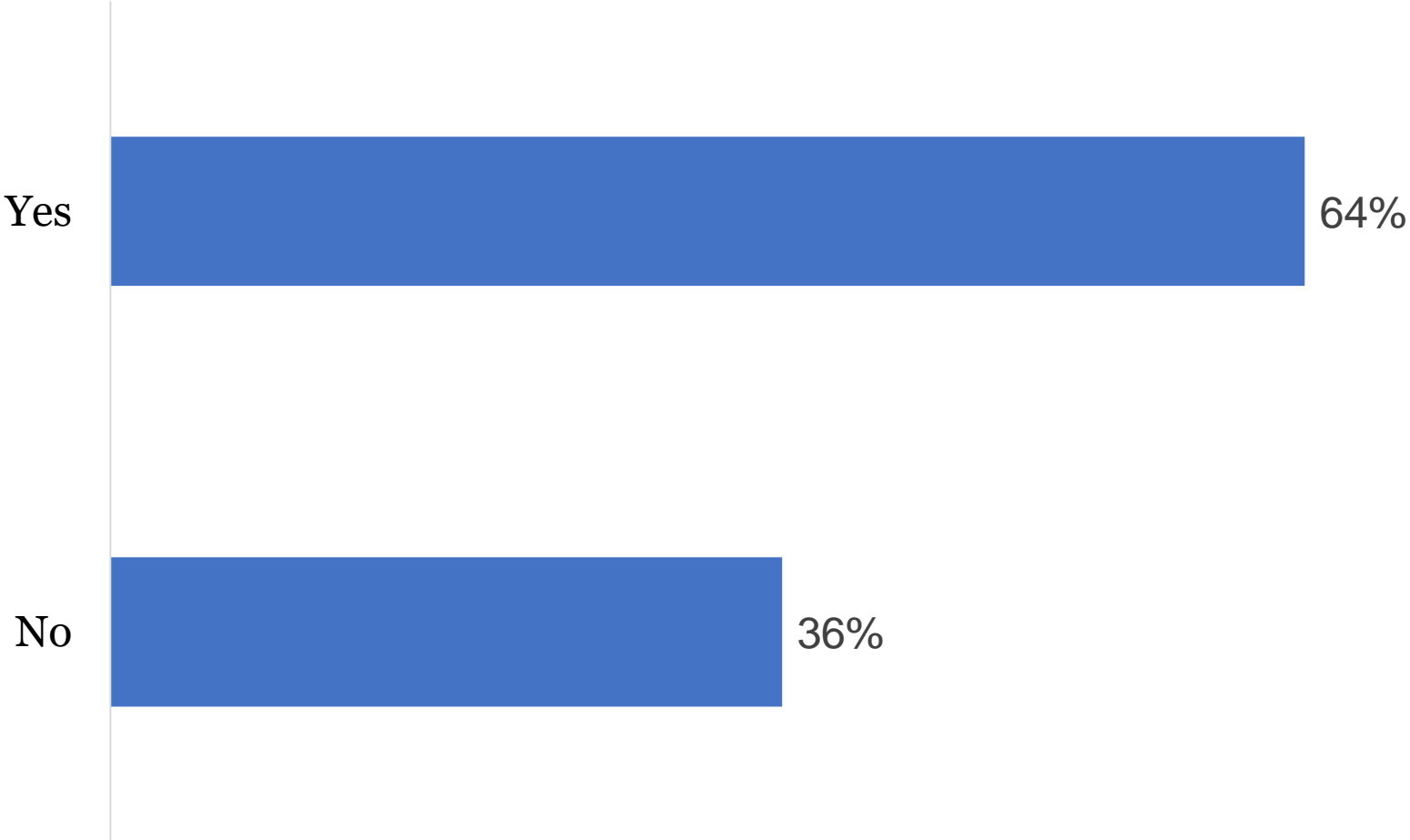
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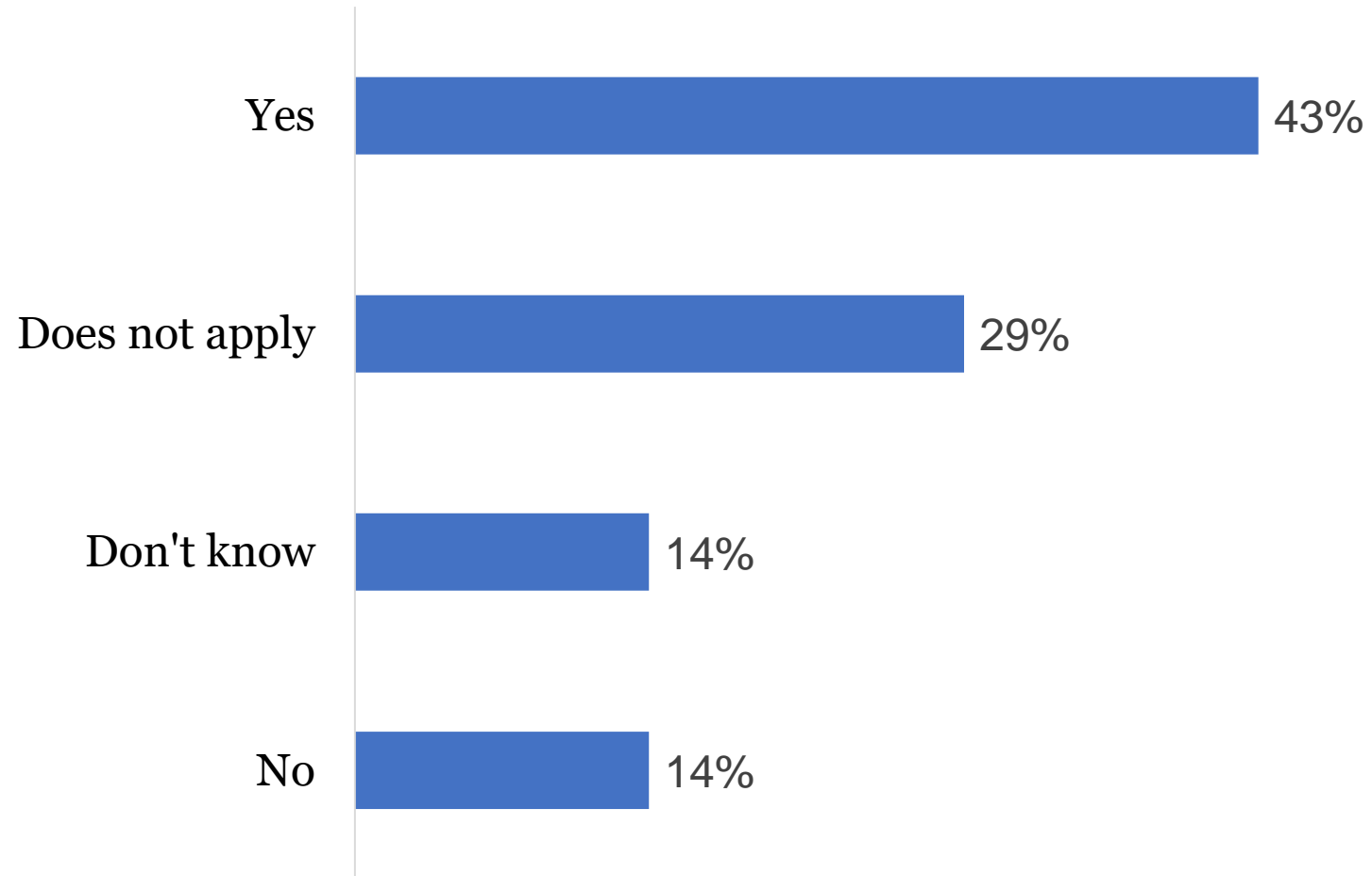
Is your coverage for infertility treatment limited to women who meet the clinical definition of infertile?



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Are you following the Illinois mandate coverage levels (not required for self-insured)?

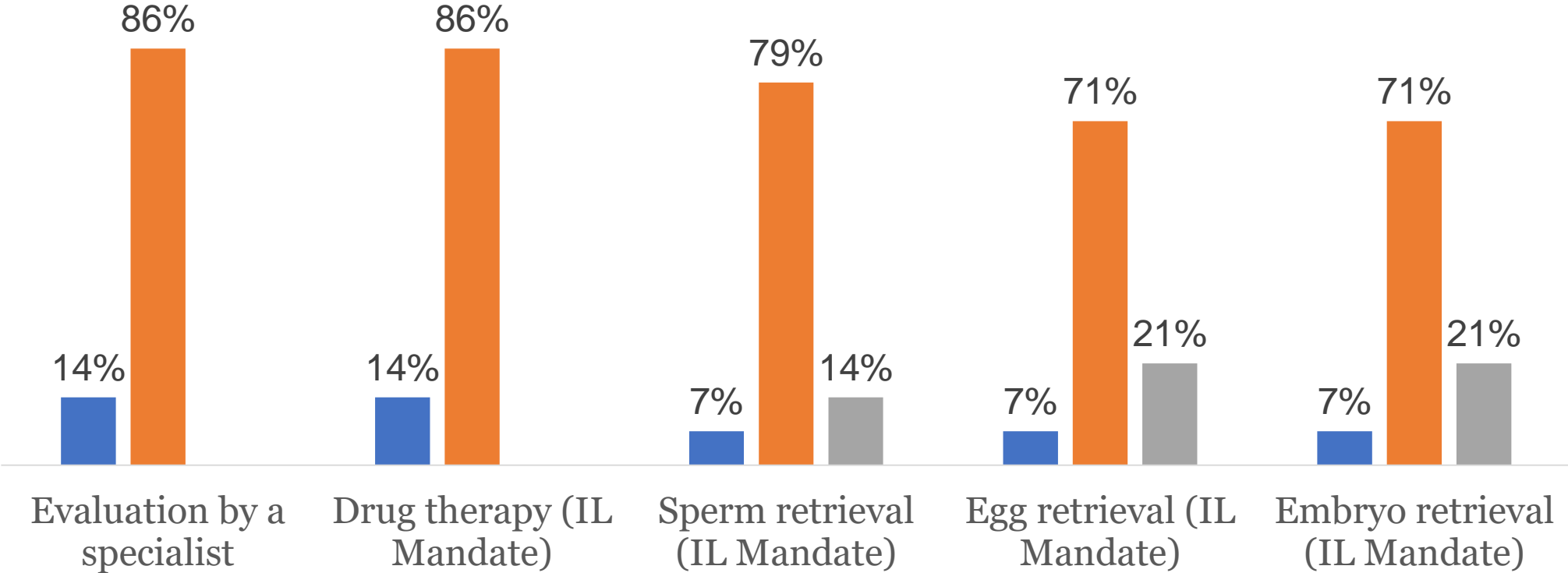


Please indicate if you cover the following:



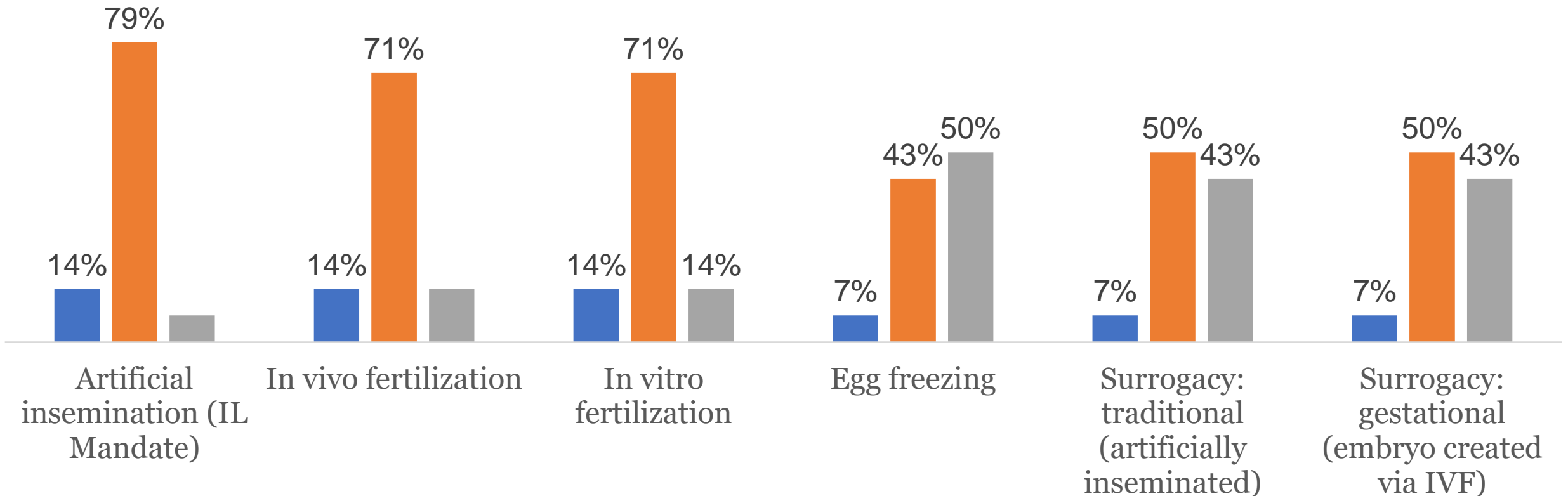
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- Covered for heterosexual couple only
- Covered for hetero and homosexual couple
- Not covered



Please indicate if you cover the following:

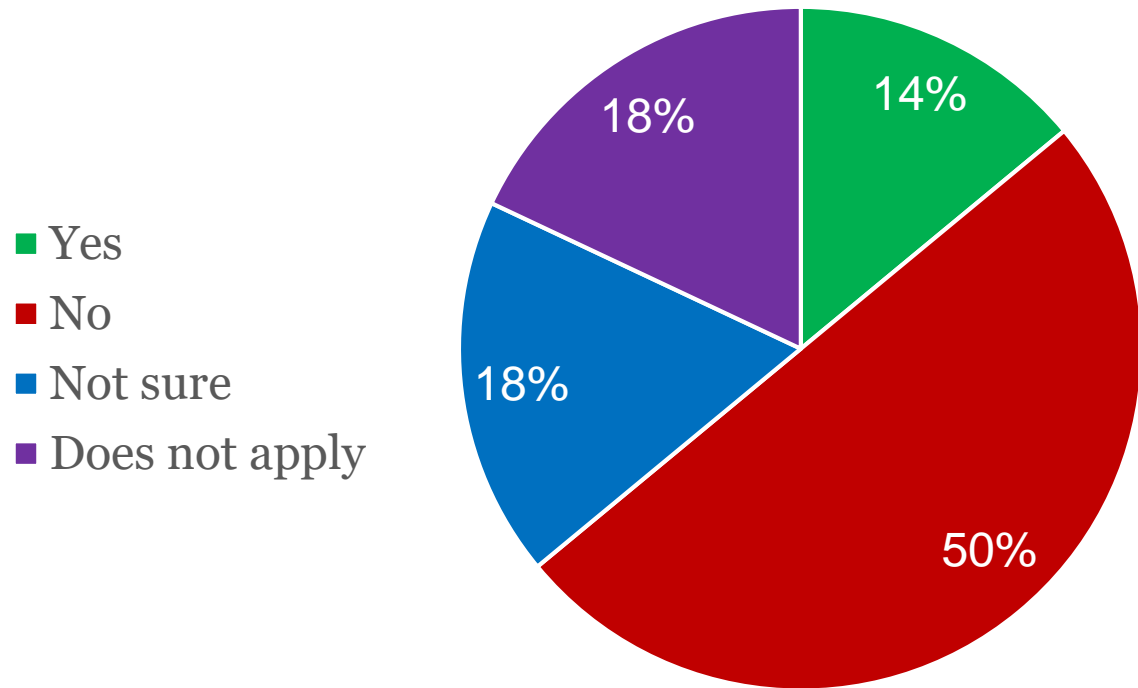
- Covered for heterosexual couple only
- Covered for hetero and homosexual couple
- Not covered



Are you planning to change any workplace drug policies as a result of Illinois legalizing the use of recreational cannabis?



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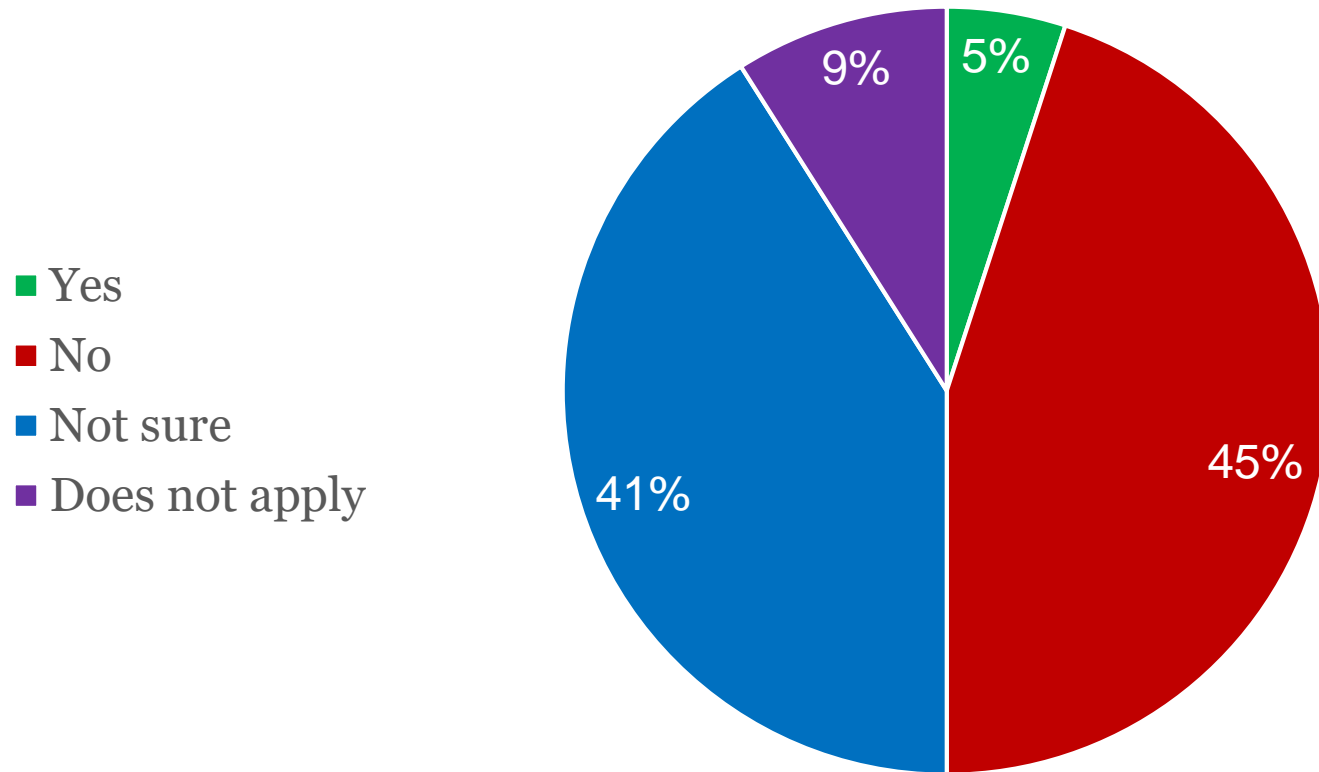
COMMENTS:

- They require medical review for possible alternative medication
- Reflective of the definition of impairment and random or workplace injury, drug testing
- Due to safety concerns in a manufacturing and equipment operations environment if under the influence, there is no current plan to change policy
- We are in Colorado. We changed drug policy in the past
- For safety reasons use of this drug is still prohibiting individuals from driving or operating machinery or equipment. We are reviewing how it is used for employment drug screening
- Currently reviewing our drug/alcohol policies with legal

Are you planning any changes to your hiring practices as a result of Illinois legalizing the use of recreational cannabis?



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COMMENTS:

- Not at this time, but may be subject to review in the next 12 months



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**For questions about this survey
or to request your own, please contact:**

Mindy McBee

mmcbee@mbgh.org

312-372-9090 x100