110TH CONGRESS 1ST SESSION

H. R. 119

To require that health plans provide coverage for a minimum hospital stay for mastectomies, lumpectomies, and lymph node dissection for the treatment of breast cancer and coverage for secondary consultations.

IN THE HOUSE OF REPRESENTATIVES

January 4, 2007

Mrs. Jo Ann Davis of Virginia introduced the following bill; which was referred to the Committee on Energy and Commerce, and in addition to the Committees on Education and Labor and Ways and Means, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To require that health plans provide coverage for a minimum hospital stay for mastectomies, lumpectomies, and lymph node dissection for the treatment of breast cancer and coverage for secondary consultations.

- 1 Be it enacted by the Senate and House of Representa-
- 2 tives of the United States of America in Congress assembled,
- 3 SECTION 1. SHORT TITLE.
- 4 This Act may be cited as the "Breast Cancer Patient
- 5 Protection Act of 2007".

1	SEC. 2. FINDINGS.
2	Congress finds that—
3	(1) the offering and operation of health plans
4	affect commerce among the States;
5	(2) health care providers located in a State
6	serve patients who reside in the State and patients
7	who reside in other States; and
8	(3) in order to provide for uniform treatment of
9	health care providers and patients among the States,
10	it is necessary to cover health plans operating in 1
11	State as well as health plans operating among the
12	several States.
13	SEC. 3. AMENDMENTS TO THE EMPLOYEE RETIREMENT IN-
14	COME SECURITY ACT OF 1974.
14 15	COME SECURITY ACT OF 1974. (a) IN GENERAL.—Subpart B of part 7 of subtitle
15 16	(a) In General.—Subpart B of part 7 of subtitle
15 16 17	(a) In General.—Subpart B of part 7 of subtitle B of title I of the Employee Retirement Income Security
15 16 17	(a) IN GENERAL.—Subpart B of part 7 of subtitle B of title I of the Employee Retirement Income Security Act of 1974 (29 U.S.C. 1185 et seq.) is amended by add-
15 16 17 18	(a) IN GENERAL.—Subpart B of part 7 of subtitle B of title I of the Employee Retirement Income Security Act of 1974 (29 U.S.C. 1185 et seq.) is amended by adding at the end the following:
15 16 17 18 19	(a) In General.—Subpart B of part 7 of subtitle B of title I of the Employee Retirement Income Security Act of 1974 (29 U.S.C. 1185 et seq.) is amended by adding at the end the following: "SEC. 714. REQUIRED COVERAGE FOR MINIMUM HOSPITAL
15 16 17 18 19 20	(a) In General.—Subpart B of part 7 of subtitle B of title I of the Employee Retirement Income Security Act of 1974 (29 U.S.C. 1185 et seq.) is amended by adding at the end the following: "SEC. 714. REQUIRED COVERAGE FOR MINIMUM HOSPITAL STAY FOR MASTECTOMIES, LUMPECTOMIES,
15 16 17 18 19 20 21	(a) In General.—Subpart B of part 7 of subtitle B of title I of the Employee Retirement Income Security Act of 1974 (29 U.S.C. 1185 et seq.) is amended by adding at the end the following: "SEC. 714. REQUIRED COVERAGE FOR MINIMUM HOSPITAL STAY FOR MASTECTOMIES, LUMPECTOMIES, AND LYMPH NODE DISSECTIONS FOR THE
15 16 17 18 19 20 21 22	(a) In General.—Subpart B of part 7 of subtitle B of title I of the Employee Retirement Income Security Act of 1974 (29 U.S.C. 1185 et seq.) is amended by adding at the end the following: "SEC. 714. REQUIRED COVERAGE FOR MINIMUM HOSPITAL STAY FOR MASTECTOMIES, LUMPECTOMIES, AND LYMPH NODE DISSECTIONS FOR THE TREATMENT OF BREAST CANCER AND COV-
15 16 17 18 19 20 21 22 23	(a) In General.—Subpart B of part 7 of subtitle B of title I of the Employee Retirement Income Security Act of 1974 (29 U.S.C. 1185 et seq.) is amended by adding at the end the following: "SEC. 714. REQUIRED COVERAGE FOR MINIMUM HOSPITAL STAY FOR MASTECTOMIES, LUMPECTOMIES, AND LYMPH NODE DISSECTIONS FOR THE TREATMENT OF BREAST CANCER AND COVERAGE FOR SECONDARY CONSULTATIONS.

1	coverage in connection with a group health plan,
2	that provides medical and surgical benefits shall en-
3	sure that inpatient (and in the case of a
4	lumpectomy, outpatient) coverage and radiation
5	therapy is provided for breast cancer treatment.
6	Such plan or coverage may not—
7	"(A) except as provided for in paragraph
8	(2)—
9	"(i) restrict benefits for any hospital
10	length of stay in connection with a mastec-
11	tomy or breast conserving surgery (such as
12	a lumpectomy) for the treatment of breast
13	cancer to less than 48 hours; or
14	"(ii) restrict benefits for any hospital
15	length of stay in connection with a lymph
16	node dissection for the treatment of breast
17	cancer to less than 24 hours; or
18	"(B) require that a provider obtain author-
19	ization from the plan or the issuer for pre-
20	scribing any length of stay required under sub-
21	paragraph (A) (without regard to paragraph
22	(2)).
23	"(2) Exception.—Nothing in this section shall
24	be construed as requiring the provision of inpatient
25	coverage if the attending physician and patient de-

- 1 termine that either a shorter period of hospital stay, 2 or outpatient treatment, is medically appropriate. 3 "(b) Prohibition on Certain Modifications.— In implementing the requirements of this section, a group 5 health plan, and a health insurance issuer providing health insurance coverage in connection with a group health plan, 6 may not modify the terms and conditions of coverage 8 based on the determination by a participant or beneficiary to request less than the minimum coverage required under 10 subsection (a). 11 "(c) Notice.—A group health plan, and a health in-12 surance issuer providing health insurance coverage in con-13 nection with a group health plan shall provide notice to each participant and beneficiary under such plan regard-14 15 ing the coverage required by this section in accordance with regulations promulgated by the Secretary. Such notice shall be in writing and prominently positioned in any literature or correspondence made available or distributed by the plan or issuer and shall be transmitted— 19 "(1) in the next mailing made by the plan or 20 21 issuer to the participant or beneficiary; or 22 "(2) as part of any yearly informational packet 23 sent to the participant or beneficiary; whichever is earlier. 24
- 25 "(d) Secondary Consultations.—

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

"(1) IN GENERAL.—A group health plan, and a health insurance issuer providing health insurance coverage in connection with a group health plan, that provides coverage with respect to medical and surgical services provided in relation to the diagnosis and treatment of cancer shall ensure that full coverage is provided for secondary consultations by specialists in the appropriate medical fields (including pathology, radiology, and oncology) to confirm or refute such diagnosis. Such plan or issuer shall ensure that full coverage is provided for such secondary consultation whether such consultation is based on a positive or negative initial diagnosis. In any case in which the attending physician certifies in writing that services necessary for such a secondary consultation are not sufficiently available from specialists operating under the plan with respect to whose services coverage is otherwise provided under such plan or by such issuer, such plan or issuer shall ensure that coverage is provided with respect to the services necessary for the secondary consultation with any other specialist selected by the attending physician for such purpose at no additional cost to the individual beyond that which the individual

- would have paid if the specialist was participating inthe network of the plan.
- 3 "(2) EXCEPTION.—Nothing in paragraph (1) 4 shall be construed as requiring the provision of sec-5 ondary consultations where the patient determines 6 not to seek such a consultation.
- 7 "(e) Prohibition on Penalties or Incentives.— 8 A group health plan, and a health insurance issuer pro-9 viding health insurance coverage in connection with a

group health plan, may not—

- "(1) penalize or otherwise reduce or limit the reimbursement of a provider or specialist because the provider or specialist provided care to a participant or beneficiary in accordance with this section;
 - "(2) provide financial or other incentives to a physician or specialist to induce the physician or specialist to keep the length of inpatient stays of patients following a mastectomy, lumpectomy, or a lymph node dissection for the treatment of breast cancer below certain limits or to limit referrals for secondary consultations;
 - "(3) provide financial or other incentives to a physician or specialist to induce the physician or specialist to refrain from referring a participant or beneficiary for a secondary consultation that would

10

15

16

17

18

19

20

21

22

23

24

- otherwise be covered by the plan or coverage involved under subsection (d); or
- "(4) deny to a woman eligibility, or continued eligibility, to enroll or to renew coverage under the terms of the plan or coverage solely for the purpose of avoiding the requirements of this section.".
- 7 (b) Clerical Amendment.—The table of contents
- 8 in section 1 of the Employee Retirement Income Security
- 9 Act of 1974 is amended by inserting after the item relat-
- 10 ing to section 713 the following:

"Sec. 714. Required coverage for minimum hospital stay for mastectomies, lumpectomies, and lymph node dissections for the treatment of breast cancer and coverage for secondary consultations.".

(c) Effective Dates.—

- 12 (1) IN GENERAL.—The amendments made by
 13 this section shall apply with respect to plan years be14 ginning on or after the date that is 90 days after
 15 the date of enactment of this Act.
- 16 SPECIAL RULE FOR COLLECTIVE 17 GAINING AGREEMENTS.—In the case of a group 18 health plan maintained pursuant to 1 or more collec-19 tive bargaining agreements between employee rep-20 resentatives and 1 or more employers ratified before 21 the date of enactment of this Act, the amendments 22 made by this section shall not apply to plan years 23 beginning before the date on which the last collective 24 bargaining agreements relating to the plan termi-

1	nates (determined without regard to any extension
2	thereof agreed to after the date of enactment of this
3	Act). For purposes of this paragraph, any plan
4	amendment made pursuant to a collective bargaining
5	agreement relating to the plan which amends the
6	plan solely to conform to any requirement added by
7	this section shall not be treated as a termination of
8	such collective bargaining agreement.
9	SEC. 4. AMENDMENTS TO THE PUBLIC HEALTH SERVICE
10	ACT RELATING TO THE GROUP MARKET.
11	(a) In General.—Subpart 2 of part A of title
12	XXVII of the Public Health Service Act (42 U.S.C.
13	300gg-4 et seq.) is amended by adding at the end the
14	following:
15	"SEC. 2707. REQUIRED COVERAGE FOR MINIMUM HOSPITAL
16	STAY FOR MASTECTOMIES, LUMPECTOMIES
17	AND LYMPH NODE DISSECTIONS FOR THE
18	TREATMENT OF BREAST CANCER AND COV
19	ERAGE FOR SECONDARY CONSULTATIONS.
20	"(a) Inpatient Care.—
21	"(1) In general.—A group health plan, and a
22	health insurance issuer providing health insurance
23	coverage in connection with a group health plan
24	that provides medical and surgical benefits shall en-
25	sure that inpatient (and in the case of a

1	lumpectomy, outpatient) coverage and radiation
2	therapy is provided for breast cancer treatment.
3	Such plan or coverage may not—
4	"(A) except as provided for in paragraph
5	(2)—
6	"(i) restrict benefits for any hospital
7	length of stay in connection with a mastec-
8	tomy or breast conserving surgery (such as
9	a lumpectomy) for the treatment of breast
10	cancer to less than 48 hours; or
11	"(ii) restrict benefits for any hospital
12	length of stay in connection with a lymph
13	node dissection for the treatment of breast
14	cancer to less than 24 hours; or
15	"(B) require that a provider obtain author-
16	ization from the plan or the issuer for pre-
17	scribing any length of stay required under sub-
18	paragraph (A) (without regard to paragraph
19	(2)).
20	"(2) Exception.—Nothing in this section shall
21	be construed as requiring the provision of inpatient
22	coverage if the attending physician and patient de-
23	termine that either a shorter period of hospital stay,
24	or outpatient treatment, is medically appropriate.

1	"(b) Prohibition on Certain Modifications.—
2	In implementing the requirements of this section, a group
3	health plan, and a health insurance issuer providing health
4	insurance coverage in connection with a group health plan,
5	may not modify the terms and conditions of coverage
6	based on the determination by a participant or beneficiary
7	to request less than the minimum coverage required under
8	subsection (a).
9	"(c) Notice.—A group health plan, and a health in-
10	surance issuer providing health insurance coverage in con-
11	nection with a group health plan shall provide notice to
12	each participant and beneficiary under such plan regard-
13	ing the coverage required by this section in accordance
14	with regulations promulgated by the Secretary. Such no-
15	tice shall be in writing and prominently positioned in any
16	literature or correspondence made available or distributed
17	by the plan or issuer and shall be transmitted—
18	"(1) in the next mailing made by the plan or
19	issuer to the participant or beneficiary; or
20	"(2) as part of any yearly informational packet
21	sent to the participant or beneficiary;
22	whichever is earlier.
23	"(d) Secondary Consultations.—
24	"(1) In General.—A group health plan, and a
25	health insurance issuer providing health insurance

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

coverage in connection with a group health plan that provides coverage with respect to medical and surgical services provided in relation to the diagnosis and treatment of cancer shall ensure that full coverage is provided for secondary consultations by specialists in the appropriate medical fields (including pathology, radiology, and oncology) to confirm or refute such diagnosis. Such plan or issuer shall ensure that full coverage is provided for such secondary consultation whether such consultation is based on a positive or negative initial diagnosis. In any case in which the attending physician certifies in writing that services necessary for such a secondary consultation are not sufficiently available from specialists operating under the plan with respect to whose services coverage is otherwise provided under such plan or by such issuer, such plan or issuer shall ensure that coverage is provided with respect to the services necessary for the secondary consultation with any other specialist selected by the attending physician for such purpose at no additional cost to the individual beyond that which the individual would have paid if the specialist was participating in the network of the plan.

1	"(2) Exception.—Nothing in paragraph (1)
2	shall be construed as requiring the provision of sec-
3	ondary consultations where the patient determines
4	not to seek such a consultation.
5	"(e) Prohibition on Penalties or Incentives.—
6	A group health plan, and a health insurance issuer pro-
7	viding health insurance coverage in connection with a
8	group health plan, may not—
9	"(1) penalize or otherwise reduce or limit the
10	reimbursement of a provider or specialist because
11	the provider or specialist provided care to a partici-
12	pant or beneficiary in accordance with this section;
13	"(2) provide financial or other incentives to a
14	physician or specialist to induce the physician or
15	specialist to keep the length of inpatient stays of pa-
16	tients following a mastectomy, lumpectomy, or a
17	lymph node dissection for the treatment of breast
18	cancer below certain limits or to limit referrals for
19	secondary consultations;
20	"(3) provide financial or other incentives to a
21	physician or specialist to induce the physician or
22	specialist to refrain from referring a participant or
23	beneficiary for a secondary consultation that would
24	otherwise be covered by the plan or coverage in-

25

volved under subsection (d); or

1 "(4) deny to a woman eligibility, or continued 2 eligibility, to enroll or to renew coverage under the 3 terms of the plan or coverage solely for the purpose 4 of avoiding the requirements of this section.".

(b) Effective Dates.—

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

- (1) IN GENERAL.—The amendments made by this section shall apply to group health plans for plan years beginning on or after 90 days after the date of enactment of this Act.
- SPECIAL RULE FOR COLLECTIVE (2)GAINING AGREEMENTS.—In the case of a group health plan maintained pursuant to 1 or more collective bargaining agreements between employee representatives and 1 or more employers ratified before the date of enactment of this Act, the amendments made by this section shall not apply to plan years beginning before the date on which the last collective bargaining agreements relating to the plan terminates (determined without regard to any extension thereof agreed to after the date of enactment of this Act). For purposes of this paragraph, any plan amendment made pursuant to a collective bargaining agreement relating to the plan which amends the plan solely to conform to any requirement added by

1	this section shall not be treated as a termination of
2	such collective bargaining agreement.
3	SEC. 5. AMENDMENT TO THE PUBLIC HEALTH SERVICE ACT
4	RELATING TO THE INDIVIDUAL MARKET.
5	(a) In General.—The first subpart 3 of part B of
6	title XXVII of the Public Health Service Act (42 U.S.C.
7	300gg-11 et seq.) is amended—
8	(1) by adding after section 2752 the following:
9	"SEC. 2753. REQUIRED COVERAGE FOR MINIMUM HOSPITAL
10	STAY FOR MASTECTOMIES, LUMPECTOMIES,
11	AND LYMPH NODE DISSECTIONS FOR THE
12	TREATMENT OF BREAST CANCER AND SEC-
13	ONDARY CONSULTATIONS.
13	ONDARY CONSULTATIONS.
131415	ONDARY CONSULTATIONS. "The provisions of section 2707 shall apply to health
13 14 15 16	ONDARY CONSULTATIONS. "The provisions of section 2707 shall apply to health insurance coverage offered by a health insurance issuer
13 14 15 16 17	ONDARY CONSULTATIONS. "The provisions of section 2707 shall apply to health insurance coverage offered by a health insurance issuer in the individual market in the same manner as they apply
13 14 15 16 17	ONDARY CONSULTATIONS. "The provisions of section 2707 shall apply to health insurance coverage offered by a health insurance issuer in the individual market in the same manner as they apply to health insurance coverage offered by a health insurance
13 14 15 16 17 18	ONDARY CONSULTATIONS. "The provisions of section 2707 shall apply to health insurance coverage offered by a health insurance issuer in the individual market in the same manner as they apply to health insurance coverage offered by a health insurance issuer in connection with a group health plan in the small
13 14 15 16 17 18	ONDARY CONSULTATIONS. "The provisions of section 2707 shall apply to health insurance coverage offered by a health insurance issuer in the individual market in the same manner as they apply to health insurance coverage offered by a health insurance issuer in connection with a group health plan in the small or large group market."; and
13 14 15 16 17 18 19 20	ondary consultations. "The provisions of section 2707 shall apply to health insurance coverage offered by a health insurance issuer in the individual market in the same manner as they apply to health insurance coverage offered by a health insurance issuer in connection with a group health plan in the small or large group market."; and (2) by redesignating such subpart 3 as subpart
13 14 15 16 17 18 19 20 21	ONDARY CONSULTATIONS. "The provisions of section 2707 shall apply to health insurance coverage offered by a health insurance issuer in the individual market in the same manner as they apply to health insurance coverage offered by a health insurance issuer in connection with a group health plan in the small or large group market."; and (2) by redesignating such subpart 3 as subpart 2.

1	ated in the individual market on or after the date of enact-
2	ment of this Act.
3	SEC. 6. AMENDMENTS TO THE INTERNAL REVENUE CODE
4	OF 1986.
5	(a) In General.—Subchapter B of chapter 100 of
6	the Internal Revenue Code of 1986 is amended—
7	(1) in the table of sections, by inserting after
8	the item relating to section 9812 the following:
	"Sec. 9813. Required coverage for minimum hospital stay for mastectomies, lumpeetomies, and lymph node dissections for the treatment of breast cancer and coverage for secondary consultations.";
9	and
10	(2) by inserting after section 9812 the fol-
11	lowing:
12	"SEC. 9813. REQUIRED COVERAGE FOR MINIMUM HOSPITAL
13	STAY FOR MASTECTOMIES, LUMPECTOMIES,
14	AND LYMPH NODE DISSECTIONS FOR THE
15	TREATMENT OF BREAST CANCER AND COV-
16	ERAGE FOR SECONDARY CONSULTATIONS.
17	"(a) Inpatient Care.—
18	"(1) In general.—A group health plan that
19	provides medical and surgical benefits shall ensure
20	that inpatient (and in the case of a lumpectomy,
21	outpatient) coverage and radiation therapy is pro-
22	vided for breast cancer treatment. Such plan may
23	not—

1	"(A) except as provided for in paragraph
2	(2)—
3	"(i) restrict benefits for any hospital
4	length of stay in connection with a mastec-
5	tomy or breast conserving surgery (such as
6	a lumpectomy) for the treatment of breast
7	cancer to less than 48 hours; or
8	"(ii) restrict benefits for any hospital
9	length of stay in connection with a lymph
10	node dissection for the treatment of breast
11	cancer to less than 24 hours; or
12	"(B) require that a provider obtain author-
13	ization from the plan for prescribing any length
14	of stay required under subparagraph (A) (with-
15	out regard to paragraph (2)).
16	"(2) Exception.—Nothing in this section shall
17	be construed as requiring the provision of inpatient
18	coverage if the attending physician and patient de-
19	termine that either a shorter period of hospital stay,
20	or outpatient treatment, is medically appropriate.
21	"(b) Prohibition on Certain Modifications.—
22	In implementing the requirements of this section, a group
23	health plan may not modify the terms and conditions of
24	coverage based on the determination by a participant or

- 1 beneficiary to request less than the minimum coverage re-
- 2 quired under subsection (a).
- 3 "(c) Notice.—A group health plan shall provide no-
- 4 tice to each participant and beneficiary under such plan
- 5 regarding the coverage required by this section in accord-
- 6 ance with regulations promulgated by the Secretary. Such
- 7 notice shall be in writing and prominently positioned in
- 8 any literature or correspondence made available or distrib-
- 9 uted by the plan and shall be transmitted—
- 10 "(1) in the next mailing made by the plan to
- 11 the participant or beneficiary; or
- 12 "(2) as part of any yearly informational packet
- sent to the participant or beneficiary;
- 14 whichever is earlier.
- 15 "(d) Secondary Consultations.—
- 16 "(1) IN GENERAL.—A group health plan that
- 17 provides coverage with respect to medical and sur-
- gical services provided in relation to the diagnosis
- and treatment of cancer shall ensure that full cov-
- erage is provided for secondary consultations by spe-
- 21 cialists in the appropriate medical fields (including
- pathology, radiology, and oncology) to confirm or re-
- fute such diagnosis. Such plan or issuer shall ensure
- 24 that full coverage is provided for such secondary
- consultation whether such consultation is based on a

1 positive or negative initial diagnosis. In any case in 2 which the attending physician certifies in writing 3 that services necessary for such a secondary consultation are not sufficiently available from special-5 ists operating under the plan with respect to whose 6 services coverage is otherwise provided under such 7 plan or by such issuer, such plan or issuer shall en-8 sure that coverage is provided with respect to the 9 services necessary for the secondary consultation 10 with any other specialist selected by the attending 11 physician for such purpose at no additional cost to 12 the individual beyond that which the individual 13 would have paid if the specialist was participating in 14 the network of the plan.

- "(2) EXCEPTION.—Nothing in paragraph (1) shall be construed as requiring the provision of secondary consultations where the patient determines not to seek such a consultation.
- 19 "(e) Prohibition on Penalties.—A group health20 plan may not—
- "(1) penalize or otherwise reduce or limit the reimbursement of a provider or specialist because the provider or specialist provided care to a participant or beneficiary in accordance with this section;

15

16

17

- 1 "(2) provide financial or other incentives to a
 2 physician or specialist to induce the physician or
 3 specialist to keep the length of inpatient stays of pa4 tients following a mastectomy, lumpectomy, or a
 5 lymph node dissection for the treatment of breast
 6 cancer below certain limits or to limit referrals for
 7 secondary consultations;
 - "(3) provide financial or other incentives to a physician or specialist to induce the physician or specialist to refrain from referring a participant or beneficiary for a secondary consultation that would otherwise be covered by the plan involved under subsection (d); or
 - "(4) deny to a woman eligibility, or continued eligibility, to enroll or to renew coverage under the terms of the plan solely for the purpose of avoiding the requirements of this section.".
- 18 (b) CLERICAL AMENDMENT.—The table of contents
 19 for chapter 100 of such Code is amended by inserting after
 20 the item relating to section 9812 the following:

"Sec. 9813. Required coverage for minimum hospital stay for mastectomies, lumpectomies, and lymph node dissections for the treatment of breast cancer and coverage for secondary consultations.".

21 (c) Effective Dates.—

22 (1) IN GENERAL.—The amendments made by 23 this section shall apply with respect to plan years be-

8

9

10

11

12

13

14

15

16

ginning on or after the date of enactment of this

Act.

(2)SPECIAL RULE FOR COLLECTIVE GAINING AGREEMENTS.—In the case of a group health plan maintained pursuant to 1 or more collective bargaining agreements between employee representatives and 1 or more employers ratified before the date of enactment of this Act, the amendments made by this section shall not apply to plan years beginning before the date on which the last collective bargaining agreements relating to the plan terminates (determined without regard to any extension thereof agreed to after the date of enactment of this Act). For purposes of this paragraph, any plan amendment made pursuant to a collective bargaining agreement relating to the plan which amends the plan solely to conform to any requirement added by this section shall not be treated as a termination of such collective bargaining agreement.

 \bigcirc

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18