

118TH CONGRESS  
2D SESSION

# S. 3022

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## AN ACT

To amend the Indian Health Care Improvement Act to allow Indian Health Service scholarship and loan recipients to fulfill service obligations through half-time clinical practice, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “IHS Workforce Parity  
3 Act of 2024”.

4 **SEC. 2. INDIAN HEALTH SERVICE SCHOLARSHIP AND LOAN**  
5 **RECIPIENTS.**

6 (a) INDIAN HEALTH PROFESSIONS SCHOLAR-  
7 SHIPS.—Section 104(b)(3) of the Indian Health Care Im-  
8 provement Act (25 U.S.C. 1613a(b)(3)) is amended by  
9 striking the paragraph designation and all that follows  
10 through the end of subparagraph (A) and inserting the  
11 following:

12 “(3)(A) The active duty service obligation under a  
13 written contract with the Secretary under section 338A  
14 of the Public Health Service Act (42 U.S.C. 254l) that  
15 an individual has entered into under that section shall,  
16 if that individual is a recipient of an Indian Health Schol-  
17 arship—

18 (i) be met by full-time (as defined in section  
19 331(j) of the Public Health Service Act (42 U.S.C.  
20 254d(j))) practice—

21 (I) in the Service;

22 (II) in a program conducted under a con-  
23 tract entered into under the Indian Self-Deter-  
24 mination and Education Assistance Act (25  
25 U.S.C. 5301 et seq.);

1 “(III) in a program assisted under title V;

2 or

3 “(IV) in the private practice of the applica-  
4 ble profession if, as determined by the Sec-  
5 retary, in accordance with guidelines issued by  
6 the Secretary, the practice—

7 “(aa) is situated in a physician or  
8 other health professional shortage area;  
9 and

10 “(bb) addresses the health care needs  
11 of a substantial number of Indians; or

12 “(ii) be met by half-time (as defined in section  
13 331(j) of the Public Health Service Act (42 U.S.C.  
14 254d(j))) practice in a program described in any of  
15 subclauses (I) through (IV) of clause (i) if the indi-  
16 vidual agrees, in writing—

17 “(I) to double the period of obligated serv-  
18 ice that would otherwise be required if the indi-  
19 vidual were satisfying the period of obligated  
20 service through full-time (as so defined) prac-  
21 tice; and

22 “(II) that if the individual fails to begin or  
23 complete the period of obligated service de-  
24 scribed in subclause (I), the procedures de-  
25 scribed in section 108(l)(2) for determining

1 damages for breach of contract will be used  
 2 after converting that period of obligated service  
 3 or service performed into its full-time equiva-  
 4 lent.”.

5 (b) INDIAN HEALTH SERVICE LOAN REPAYMENT  
 6 PROGRAM.—Section 108 of the Indian Health Care Im-  
 7 provement Act (25 U.S.C. 1616a) is amended—

8 (1) in subsection (f)(1)(B), by striking clause  
 9 (iii) and inserting the following:

10 “(iii) to serve for a period of time (re-  
 11 ferred to in this section as the ‘period of  
 12 obligated service’) equal to—

13 “(I) 2 years, or a longer period  
 14 of time as the individual may agree to  
 15 serve, in the full-time (as defined in  
 16 section 331(j) of the Public Health  
 17 Service Act (42 U.S.C. 254d(j))) clin-  
 18 ical practice of the profession of the  
 19 individual in an Indian health pro-  
 20 gram to which the individual may be  
 21 assigned by the Secretary;

22 “(II) 4 years, or a longer period  
 23 of time as the individual may agree to  
 24 serve, in the half-time (as defined in  
 25 that section) clinical practice of the

1 profession of the individual in an In-  
2 dian health program to which the in-  
3 dividual may be assigned by the Sec-  
4 retary, subject to the condition that if  
5 the individual has agreed to serve for  
6 a period longer than 2 years of full-  
7 time (as so defined) service, as de-  
8 scribed in subclause (I), the half-time  
9 (as so defined) service obligation shall  
10 be the amount of time required for  
11 the individual to complete an equiva-  
12 lent amount of service on a half-time  
13 (as so defined) basis; or

14 “(III) 2 years in the half-time  
15 (as so defined) clinical practice of the  
16 profession of the individual in an In-  
17 dian health program to which the in-  
18 dividual may be assigned by the Sec-  
19 retary with a loan payment amount  
20 equal to 50 percent of the amount  
21 that would otherwise be payable for  
22 full-time (as so defined) service for  
23 that same period of obligated service;  
24 and

1                   “(iv) in the case of an individual com-  
 2                   pleting a period of obligated service  
 3                   through half-time (as so defined) clinical  
 4                   practice, that if the individual fails to  
 5                   begin or complete that period of obligated  
 6                   service, the procedures described in sub-  
 7                   section (1)(2) for determining damages for  
 8                   breach of contract under this section will  
 9                   be used after converting the period of obli-  
 10                  gated service or service performed into its  
 11                  full-time (as so defined) equivalent;”;

12                  (2) in subsection (1)(2), in the undesignated  
 13                  matter following subparagraph (D), by inserting the  
 14                  following before “Amounts”: “Periods of obligated  
 15                  service completed in half-time (as defined in section  
 16                  331(j) of the Public Health Service Act (42 U.S.C.  
 17                  254d(j))) clinical practice shall be converted to their  
 18                  full-time (as defined in that section) equivalents for  
 19                  purposes of determining damages for breach of con-  
 20                  tract under this paragraph.”.

Passed the Senate December 17 (legislative day, De-  
 cember 16), 2024.

Attest:

*Secretary.*



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