

2016-2020 Contract

MOU V. Special Conference for a Review of Gender Dysphoria Treatments

The parties have a mutual interest in identifying and discussing appropriate coverage for gender dysphoria. The University will hold a special conference, per Article XV. Special Conferences, to review the coverage for the treatment of gender dysphoria. The Review will include a discussion of what is medically necessary, currently excluded procedures, and access to procedures that are currently covered by Gradcare. The review process will begin in Fall Term 2017. During the first year of this Agreement, review meetings will take place no fewer than every four months. The parties will meet annually thereafter.

- This MOU resulted in the coverage of gender affirming [facial surgery](#) for trans women, and fertility preservation for the entire bargaining unit (outside contract).

2020-2023 Contract

MOU XI. Speech Language Therapy for the Treatment of Gender Dysphoria

Effective July 1, 2020, GradCare will cover up to 15 speech language therapy sessions per calendar year for the treatment of gender dysphoria. The employee will be responsible for paying the \$25.00 co-pay for each speech language therapy session.

- Informed Consent for hormone replacement therapy and pre-authorized coverage for laser facial hair removal were secured outside contract.

Article XIII: Leaves of Absence, Section A. Medical Leave

An Employee shall be eligible for up to six (6) weeks of medical leave pay in a consecutive twelve (12) month period beginning the first day of the initial employment period when unable to meet employment obligations because of personal illness, injury, medical appointment, medical procedure, or other disabling medical condition, or because of the illness, injury, medical appointment, medical procedure, or other disabling medical condition of a family member or Other Qualified Adult as that term is defined in Article XI.A. For the purpose of determining the number of paid medical leave days available, 1. a scheduled work day shall be defined as a day containing scheduled work commitments including, but not limited to, lectures, recitations, labs, office hours, and staff meetings; 2. a week shall be defined as the number of scheduled work days in a calendar week; and 3. the total medical leave eligibility shall be determined by multiplying the number of scheduled work days in a week by six (6). For the purpose of determining the percent of medical leave used, divide the number of scheduled work days missed because of personal illness or injury, by the total medical leave eligibility.

- Bargained over the expansion of medical leave from 3 weeks to 6 weeks for the entire bargaining unit based on the recovery time of bottom surgery.

2023-2026 Contract

MOU XI: Speech Language Therapy for the Treatment of Gender Dysphoria

Upon ratification of this agreement, GradCare will cover up to 60 speech language therapy sessions per calendar year for the treatment of gender dysphoria. A provider preauthorization is needed. The Employee will not be required to obtain a PCP referral. The Employee will be responsible for paying the \$25.00 co-pay for each speech language therapy session.

XII: Laser Hair Removal for the Treatment of Gender Dysphoria

Upon ratification of this agreement, Employees will not be required to receive Preauthorization to obtain laser hair removal services for the treatment of gender dysphoria from an in-network provider.

[Sub-MOU on ICD-11 Implementation:] The parties recognize that as of 2019, the eleventh edition of the International Classification of Diseases (ICD-11) has been officially endorsed by all members of the World Health Organization (WHO), including the United States, and that it has officially taken effect on January 1, 2022, with an expected implementation year of 2025 in the United States. Further, the parties recognize that the ICD-10 diagnosis of gender dysphoria is not present in the ICD-11. The parties have a mutual interest in maintaining gender affirming care benefits. As such, the parties agree that if the insurance provider(s) responsible for providing healthcare benefits to our Employees deny coverage for services previously available under a diagnosis of gender dysphoria, due to complications arising from the implementation of the ICD-11, the University will promptly negotiate directly with the insurance provider(s) to restore coverage of those services. Additionally, the university will hold a special conference, at the request of the union, pursuant to Article XV: Special Conferences to review gender affirming coverage with the implementation of ICD-11. The special conference will be held during the Winter 2025 semester, or at such a time as the insurance provider(s) responsible for providing healthcare benefits to our Employees begin to recognize "gender incongruence" as a diagnosis.

XIII: Expanded Coverage of Gender Affirming Benefits

Effective upon ratification of this contract, and in accordance with the BCBSM/BCN Joint Medical Policy on Gender Affirming Services (effective 1/1/23), the GradCare benefit plan will cover breast Augmentation for transgender women (transfeminine "top surgery"), as well as facial masculinization procedures, for the treatment of gender dysphoria. Reduction mammoplasty, mastectomy, and chest reconstruction (transmasculine "top surgery"), as well as facial feminization procedures, remain covered for the treatment of gender dysphoria, per the current GradCare Certificate of Coverage (effective 1/1/23). This coverage is not subject to a lifetime maximum.

XIV: Gender Affirming Care In Network Providers

Beginning 1/1/24 GradCare's gender affirming coverage will extend to BCN in-network providers in the state of Michigan.