

Memorandum of Understanding - 28 BENEFIT IMPROVEMENTS

This memorandum will confirm the following and agreed upon and awarded benefit improvements.

Effective September 16, 2024 the University will improve the following benefits, subject to the provisions of the University's Extended Health Care Plan and Dental Insurance Plan. The following amendments shall be made to the benefit plans outlined in MOU 11 and provided for under Article 12.

The change to the dental plan is subject to reasonable & customary limits. Expenses for gender affirmation procedures and fertility & surrogacy medical services are not currently subject to reasonable & customary limits.

- Gender affirmation procedure(s) – the annual maximum of \$10,000 has been removed, and coverage is now a lifetime maximum of \$50,000;
- Fertility services, fertility drugs, and surrogacy medical expenses – Coverage for fertility services and surrogacy medical services with a combined maximum reimbursement limit of \$20,000 lifetime per family. Fertility drugs for each member and the eligible spouse are covered under Extended Health Care Plan in Article 12.2 and are not subject to the limit of \$20,000 lifetime per family. Fertility drugs for a surrogate are eligible under the surrogacy medical services under this provision and are subject to the combined \$20,000 limit per family.
- Each January 1, the Faculty Association will be provided with a schedule of the reasonable and customary limits applying to the benefits described in the policy referred to in Memorandum of Understanding 11 (Benefits);
- Prosthodontic Procedures for Retirees – The requirement to limit the reimbursement to the cost of an equivalent bridge, when submitting a reimbursement claim for a dental implant, has been removed for Class B (Retired plan members aged 65 or over) in contract #25180 Part B – Faculty;

This Agreement dated at Toronto this _____

For Board of Governors of the University

For the Faculty Association

Mohamed Lachemi
President and Vice-Chancellor

Ian Sakinofsky
Chair, Negotiations

Wendy Lawrence
General Counsel, Secretary of the Board of
Governors & University Privacy Officer

Jesmen Mendoza
President