



To The Members of City of Toronto Council,

CUPE Local 2998, Association of Community Centres members would like to express our excitement that Gender Affirming Care benefits for City of Toronto employees is being discussed. This has come to the bargaining table and is considered a priority for our members. Our local has faced roadblocks providing this benefit to our members as we share our group benefit plan with the entire city.

Gender affirming procedures and devices are medically necessary and often life-saving. They can include surgeries, hormone replacement therapy, prosthetic devices, electrolysis (hair removal) and other care. Extended health benefits should cover drugs, devices and procedures not covered by provincial or territorial health plans.

The City of Toronto has been listed as 1 of "Canada's Top 100 Employers" and "Canada's Best Diversity Employers" to continue this commitment as an inclusive and equity employer it is crucial that you recognize the importance of providing health care that supports the most at risk members of your staff. Statistics show that non-access to gender affirming surgery leads to a 73% increase in suicide attempts compared to trans individuals who can access care. This benefit will strengthen the City's ability to recruit, retain, and provide safe and affirming workplaces for 2STNB staff.

The City should:

1. Cover gender-affirming surgical care, medication, counseling and related services and products such as hormone therapy, electrolysis, breast or penile prosthesis, wigs, gaffer underwear, chest binders, voice classes, medical-related travel expenses and other costs.
2. Provide leaves of absence (paid, flexible and without loss of service or seniority) and strong return to work and accommodation for workers accessing gender affirming care. Offer transition and support plans.

In conclusion, CUPE 2998 agrees with the goals of MM16.21 - Trans-Inclusive Benefits: Expanding Health Benefits for Toronto Employees to Include Gender-Affirming Care - by Councillor Chris Moise, seconded by Councillor Paul Ainslie and urges council to adopt this motion.

Lainey Little
President CUPE Local 2998

A handwritten signature in black ink that reads "Lainey Little". The signature is written in a cursive, flowing style.

Susy Glass
Recording Secretary CUPE Local 2998

A handwritten signature in blue ink that reads "Susy Glass". The signature is written in a cursive, flowing style.