



Expanding Health Benefits for City of Toronto Staff

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Agenda

 Purpose and Background

 City Review

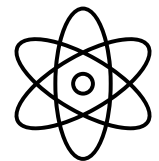
 Gender Confirming vs. Affirmation Benefits

 City Benefit Plan Amendment Process and Current Status

 Conclusion

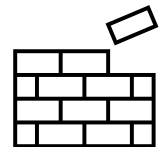
Purpose and Background

- To provide an update on the status of the inclusion of Gender Affirming Care under the City's benefit plans.
- At its meeting in March 2024, City staff were directed by a member motion to review options for incorporating gender-affirming health care benefits not covered by the Ontario Health Insurance Plan into City employee benefits plans.
- Staff were further directed to provide an update to the Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee by the third quarter of 2025.



City Review

- The City periodically reviews our benefits plans to ensure coverage continues to meet the health, wellness and diverse needs of City staff, accountability Officers and Council members.
- In 2024, five focus groups were held separately, representing the Ambe Maamowisdaa Employee Circle, Black Staff Network, Employee Disability Network, Pride Network, and Toronto Network of Women.
- These Focus Groups provided a platform for diverse perspectives, guiding the City in shaping a benefits plan that supports employees and aligns with the overarching Equity, Diversity and Inclusion objectives.

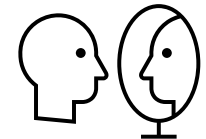


Gender Confirming vs. Affirmation Benefits

There are 2 types of surgeries as it relates to gender transitioning:

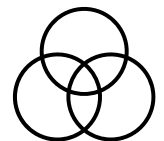
1. **Gender Confirming Surgeries:** The **Provincial OHIP** plan covers the physical gender reassignment surgeries specific to the genital and chest areas.
2. **Gender Affirmation Surgeries:** The City's benefit provider, **Green Shield** offers a Gender Affirmation Benefit designed to address surgeries not included within OHIP.
 - The benefit provides coverage for core surgeries as well as surgical enhancements for the physical alignment and feature enhancement of the individual's transitioned gender.

Pre-approval is required for both benefit types.



City Benefit Plan Amendment Process

- Amendments to the City's benefits plan follow a defined approval process.
- Unionized staff benefit plan parameters are a result of collective bargaining. Those changes to the collective agreement or related benefits plans are reviewed and then ratified by Council.
- Conversely, management/non-union benefits changes are put forth by the City for Council review and approval and typically align with CUPE Local 79 benefits changes.
- CUPE union affiliations L416 (Outside Workers and Paramedics) and L79 (Insider Workers) now include gender affirmation benefits, Toronto Professional Fire Fighters Association is pending outcome of interest arbitration, CUPE Local 2998 is in collective bargaining and non-union benefit plans are in the final stage of review.



Conclusion

- Integrating gender affirming care into the City's Benefit Plans reflects the City's ongoing commitment to equity, diversity, and inclusion.
- Periodic review of our benefits plans is conducted to ensure they continue to meet the health, wellness and diverse needs of both employees and Council members.
- Amendments to the City's benefit plans follow a defined approach; union benefits are a result of collective bargaining, while management/non-union are put forth by staff to Council for consideration and approval.

