



**SUMMARY OF MATERIAL MODIFICATIONS TO
SUMMARY PLAN DESCRIPTION OF
THE SEIU HEALTHCARE IL HOME CARE & CHILD CARE FUND**

Child Care Plan
Home Care Plan
Personal Assistants Plan

INTRODUCTION

This summary amends the Summary Plan Description for the *Child Care Plan*, *Home Care Plan*, and *the Personal Assistants Plan* of the SEIU Healthcare IL Home Care & Child Care Fund (the "Plan"). The terms of this summary supersede and control over any conflicting provisions in the Summary Plan Description.

DESCRIPTION OF CHANGES

The Plan hereby amends a “Benefit Plan Exclusions, Conditions, and Limitations” section of the *Child Care*, *Home Care*, and *Personal Assistants EPO, PPO, SMH, UHS, and UPP Plans* effective October 15, 2024. The removed item reads in its entirety:

Charges incurred for any operation or treatment in connection with sex transformations or any type of sexual dysfunction, including any complications arising from such conditions

The removed item is replaced and below reads in its entirety:

Coverage Statement:

- Coverage includes medically necessary gender-affirming treatments, such as hormone therapy, surgical procedures, mental health support, and related care for gender dysphoria.

Medical Necessity:

- Services are covered when deemed medically necessary and align with current clinical guidelines for gender dysphoria treatment.

Scope of Services:

- Covered benefits include hormone therapy, gender-affirming surgeries, mental health services, and any other medically approved interventions related to gender transition.

Provider and Pre-Authorization Requirements:

- Gender-affirming care must be provided by in-network specialists or approved providers, and some services may require prior authorization or a referral from a primary care provider.

Exclusions and Limitations:

- Exclusions apply for non-medically necessary procedures or services deemed cosmetic. Review of services for medical necessity is required for certain procedures.

Applicable to the following Plans:

Child Care EPO: Section 6, #16
Child Care PPO: Section 6, #15
Child Care SMH: Section 6, #15
Child Care UHS: Section 7, #15
Child Care UPP: Section 6, #15

Home Care EPO: Section 5, #16
Home Care PPO: Section 5, #15
Home Care SMH: Section 5, #15
Home Care UHS: Section 6, #15
Home Care UPP: Section 5, #15

Personal Assistants EPO: Section 5, #16
Personal Assistants PPO: Section 5, #15
Personal Assistants SMH: Section 5, #15
Personal Assistants UHS: Section 6, #15
Personal Assistants UPP: Section 5, #15