

RAY E. DONAHUE
CHIEF COUNSEL
EMPLOYMENT LAW



October 26, 2018

Noah E. Lewis
Transcend Legal
3553 82nd Street, #6D
Jackson Heights, NY 11372-5148

Jordan Aiken
Bet Tzedek Legal Services
3250 Wilshire Blvd., 13th Floor
Los Angeles, CA 90010-1577

Re: Health care coverage for transgender employees

Dear Mr. Lewis and Ms. Aiken:

This is in response to your correspondence of September 13, 2018, addressed to Mr. Thomas Marshall on behalf of your client, Tayo Michiko. Thank you for your patience as the Postal Service gathered facts and reviewed the USPS Health Benefit Plan (the Plan), which is a self-funded plan.

I am able to inform you that the Postal Service's Wellness and Benefits team is working with United Health Care to expand the Plan's coverage for the 2019 plan year, which begins on January 1, 2019. The expanded coverage will include services and treatment commonly provided by employers for patients diagnosed with gender dysphoria. As with many other conditions, there will be specific exclusions, and employees seeking benefits for treatment of gender dysphoria will be required to demonstrate their participation in pre-surgical treatment consistent with establishing the gender dysphoria diagnosis and candidacy for surgery.

Mr. Michiko's doctor will be able to resubmit his request for pre-authorization of surgical procedures after January 1, 2019. The plan administrator, United Health Care, will act on the request in accordance with the new plan coverage criteria and its usual procedures.

The Postal Service is committed to providing equal opportunities to its employees without regard to sexual orientation, gender identity, or transgender status. We hope that the actions we have taken satisfy your concerns.

Sincerely,

A handwritten signature in blue ink that reads "Ray Donahue" followed by a stylized flourish.

Ray E. Donahue

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