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Article 7, Section 6:

~~Fertility~~ Family-building Benefits: ~~The parties agree to conduct a reopener on the topic of health insurance coverage or a supplemental benefit for fertility benefits, no later than August 15, 2023, with the shared goal of implementing a benefit by January 1, 2024. Areas of potential coverage discussed shall include but are not limited to: in vitro fertilization, intrauterine insemination, oocyte cryopreservation, embryo cryopreservation, or gamete cryopreservation.~~

Effective January 1, 2024, AHS shall provide an option to have fertility services covered through the Kaiser High group insurance plan. Residents are allowed to use sick time to utilize these Services. Necessary absences due to fertility treatments, pre-natal care, or adoption appointments shall not be unreasonably denied.

AHS will inform CIR, in writing, of any additional benefits (beyond those listed above) related to in-vitro fertilization, intrauterine insemination, oocyte cryopreservation, embryo cryopreservation, adoption fees and expenses, or gamete cryopreservation that it offers to other employees at AHS. AHS will offer these same additional benefits to CIR in writing. ~~CIR will have the opportunity to accept, reject, or negotiate over the additional benefits.~~

~~Effective January 1, 2024, AHS will provide a reimbursement, through insurance coverage or a supplemental benefit, of up to $30,000 in a year and $40,000 over a lifetime for fees associated with the cost of fertility assistance, associated services, and/or adoption related services to all CIR/SEIU-represented employees and their spouses or domestic partners.~~

~~Areas of potential coverage shall include but are not limited to: adoption fees and expenses, in vitro fertilization, intrauterine insemination, oocyte cryopreservation, embryo cryopreservation, surgery related to fertility, or gamete cryopreservation.~~

~~Residents are allowed to use sick time to utilize these services. Necessary absences due to fertility treatments, pre-natal care, or adoption appointments shall not be unreasonably denied.~~

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