

Sample Union Contract Language: Transition Support Plan

1.0 Statement of Rights and Non-Discrimination

1.1 No unit member shall be discriminated against, harassed, or retaliated against on the basis of actual or perceived gender identity, gender expression, or transition status.

1.2 The Employer shall comply with all federal, state, and local laws protecting employees on the basis of gender identity and expression.

2.0 Transition Planning

2.1 Any unit member who intends to begin gender transition, is currently in the process of gender transition, or has already completed gender transition, regardless of whether the unit member has received any therapy or medical care, may request a Transition Support Plan.

2.2 Upon the unit member's request, and with the full participation of the unit member, the employer and the union will mutually agree upon a Transition Support Plan that shall include but not limited to: Anticipated timeline of transition, all available leaves and accommodations, names & pronouns, access to restrooms, locker rooms, and other facilities, records, communication and support, and confidentiality.

3.0 Leave and Accommodations

3.1 Unit members shall be entitled to use accrued sick leave, personal leave, or other applicable leave for transition-related medical appointments, procedures, or recovery, consistent with state and federal law.

3.2 The Employer shall provide reasonable accommodation during recovery periods, including modified duty or remote work (where available), consistent with medical recommendations.

4.0 Names, Pronouns, and Records

4.1 Upon request of the unit member, the Employer shall update the employee's records, communications, and systems to reflect the member's affirmed name and pronouns, regardless of whether a legal name change has been completed.

4.2 Legal documents requiring a legal name (e.g., tax forms, payroll) shall be maintained confidentially and separately from everyday workplace records.

5.0 Communication and Support

5.1 The transitioning unit member shall determine how and when communication about their transition is shared with colleagues, students, and families.

5.2 Professional development or informational resources on gender identity and inclusive practices shall be made available to staff as needed to support a respectful workplace environment.

6.0 Confidentiality

6.1 Information shared by the transitioning unit member regarding their gender identity, medical status, or transition process shall be kept strictly confidential, except when expressly authorized by the unit member.