

AMENDMENT NO. 20-2
TO THE
RULES AND REGULATIONS
OF THE
MEBA MEDICAL AND BENEFITS PLAN

At their February 19-20, 2020 meeting, the Trustees of the MEBA Medical and Benefits Plan (the “Plan”) approved the following changes to the Plan’s Rules and Regulations to provide coverage for gene therapy.

1. Effective January 1, 2020, Article VI (Major Medical Expense Coverage for Eligible Employees and Dependents), Section 2 (Definitions Under Article VI) is amended to add the following new subsection:
 - (h) **Gene Therapy** means a Medically Necessary nonexperimental technique approved by the Food and Drug Administration that uses human genes to treat or prevent disease in humans that involves introducing human DNA, which contains a functioning gene to correct the effects of a disease-causing mutation, into an individual to replace or correct the effects of a disease-causing mutation. Non-human gene therapy does not constitute Gene Therapy.

2. Effective January 1, 2020, Article VI (Major Medical Expense Coverage for Eligible Employees and Dependents), Section 3 (List of Covered Medical Expenses) is amended to add the following new subsection:
 - (k) **Gene Therapy**
If an Eligible Employee or the Dependent of an Eligible Employee incurs Covered Medical Expenses in connection with Gene Therapy, such charges will be payable in accordance with the Plan’s provision for the payment of hospital, surgical, and medical benefits, provided the Gene Therapy is approved by the Food and Drug Administration (“FDA”). Coverage for FDA approved Gene Therapy for Medicare eligible retirees is limited to gene therapy drugs that are approved by Medicare. Non-Medicare approved gene therapy for Medicare eligible retirees is excluded from coverage.

Adopted in Principle: February 20, 2020

Effective Date: January 1, 2020

Language Approved: April 22, 2020



H. Marshall Ainley, Chairman



Ed Hanley, Secretary