



MEMBER LEGAL RESOURCE

CEA Legal Victories Provide Exemptions from Federal Mandates

HHS Abortifacient Mandate & EEOC Transgender Mandate — Two
Permanent Federal Court Injunctions Protecting Every CEA
Member

CEA V. AZAR

2019 — Abortifacient Mandate

CEA V. EEOC/HHS

2024 — Transgender Mandate

WHAT THIS MEANS FOR YOU

Two Lawsuits Filed and Won on Your Behalf

Christian Employers Alliance (CEA) has filed and won two federal lawsuits to protect its members from government mandates that violate Christian values. As a result of these victories, present and future CEA members are guaranteed exemptions from federal regulations that require employers to provide certain coverage in their group health plan.

EXEMPTION ONE

Abortifacient Coverage Mandate

Under the Affordable Care Act, group health plans must cover abortion-causing drugs and devices without cost sharing. As a Christian organization, providing this coverage violates members' Christian values.

Plan exclusion language to request:

"Emergency contraceptives (such as Plan B and Ella), any abortifacients, or any IUDs for contraceptive use are not covered."

EXEMPTION TWO

Transgender Coverage Mandate

The EEOC determined that failing to cover gender-transition procedures violates Title VII. Section 1557 of the ACA additionally compelled medical providers receiving federal funding to perform these procedures against their religious beliefs.

Plan exclusion language to request:

"Services or procedures rendered on the basis of gender identity, gender reassignment, or gender transition, including hormone treatment, surgical procedures, and transgender treatment/sex therapy are not covered."

THE COURT DECISIONS

Permanent Federal Injunctions — Not Opinions. Court Orders.

2019

CHRISTIAN EMPLOYERS ALLIANCE V. AZAR | NO. 3:16-CV-309 (D.N.D.)

Permanent Relief from the Abortifacient Mandate

On May 15, 2019, the Court granted CEA, its members, and their insurers permanent injunctive and declaratory relief. The Court permanently enjoined the federal government from enforcing the abortifacient mandate or assessing any penalties or fines against CEA "and its members, their health plans, and their insurers and third-party administrators."

2024

CHRISTIAN EMPLOYERS ALLIANCE V. EEOC | NO. 1:21-CV-195 (D.N.D.)

Permanent Relief from the Transgender Mandate

On March 4, 2024, the Court granted CEA, its members, and their insurers permanent injunctive and declaratory relief. The Court permanently enjoined the federal government from enforcing Title VII or Section 1557 of the ACA in a manner that would require CEA or its members to provide insurance coverage for gender-transition procedures in their health plans.

This includes prohibiting the denial of federal financial assistance and the pursuit of any penalties, fines, assessments, investigations, or other enforcement actions against CEA members, their health plans, and their insurers or TPAs.

CONCISELY AND PRACTICALLY SPEAKING

What These Victories Mean for Your Organization



Request exclusions from your insurer

CEA members may request that their insurer remove abortifacient and transgender services from their health plan using the template letter available in your member portal.



No enforcement actions against CEA members

CEA members will not face enforcement actions from the EEOC or HHS for declining to cover abortifacient or gender-transition services in their health plans.



Protections extend to insurers and TPAs

Your insurance carriers and third-party administrators are also shielded from enforcement under these injunctions when administering your plan.

CEA is the only business organization that provides this exemption for its members.

Access your template letters and additional resources in your member portal at joinceanow.org — or contact CEA if you have questions about activating your protections.