

HRA Reimbursable Expenses

The HRA will reimburse Eligible Health Care Expenses incurred by you and your Qualified Relatives during your period of coverage. "Eligible Health Care Expenses" are generally those expenses that would be an eligible deduction on your tax return (but without regard to the requirement that such expenses exceed a specified amount of your income) in accordance with IRS rules. These expenses cannot be covered by any other benefit plan. Following is a list of some examples of expenses which are reimbursable if they are not covered by a health care plan:

- Prescription Drug co-payments;
- Medical co-payments and annual deductibles;
- Medicare Part "B" monthly premiums;
- COBRA monthly premiums;
- Unemployment Continuation of Coverage premiums;
- Long-term care insurance premiums (For taxable years beginning in 2024, limits specified under Section 213(d) and 7702B(b) of the Internal Revenue Code are shown below. These are subject to change each year.);

Attained Age Before the Close of the Taxable Year	Limitation on Premiums
Age 40 or younger	\$ 470 per taxable yr.
Older than 40, younger than 50	\$ 880 per taxable yr.
Older than 50, younger than 60	\$1,760 per taxable yr.
Older than 60, younger than 70	\$4,710 per taxable yr.
Older than 70	\$5,880 per taxable yr.

- The portion of medical, dental and/or vision expenses that exceeds the reasonable and customary limits or plan maximums; and
- Laser eye surgery, contact lenses and solutions.

Over-the-Counter: You may also request reimbursement for Over-the-Counter (OTC) medicines and/or drugs and/or products, provided that they otherwise qualify as eligible expenses under the Plan. These OTC drugs must not otherwise be covered by the Plan and must be for the treatment of illness or injury (as defined by the Code), not merely to advance your general good health. Prior to January 1, 2020, your Physician must have prescribed your OTC drug (even though a prescription was not required to make such purchase) in order to be eligible for HRA reimbursement and your claim must be accompanied by a prescription. OTC drugs purchased on or after January 1, 2020 do not require a prescription.

Additionally, menstrual care products purchased on or after January 1, 2020 are now considered eligible expenses. Examples include tampons, pads, liners, cups, sponges, or similar products.

NOTE: To be reimbursed for eligible OTC and menstrual care products, you must provide a computerized receipt showing the name and cost of the item purchased and satisfy all other applicable plan requirements for reimbursement. For example, in some cases, certain OTC medicines, drugs, or products may only be reimbursable if they are required and recommended by a physician that specializes in the field of your diagnosis (in which case you may need to also provide a signed statement from your physician confirming the medical necessity of the item).

OTC supplies and devices are covered without a prescription.

HRA Ineligible Expenses

Expenses that do not meet the definition of “medical care” under Code Section 213(d) are excluded from reimbursement. The following expenses are not eligible for reimbursement:

- Cosmetic Surgery or other similar procedures, unless the surgery or procedure is necessary to ameliorate a deformity arising from or directly related to, a congenital abnormality, a personal injury resulting from an accident or trauma, or a disfiguring disease;
- Long-term care services (excluding premiums);
- Funeral and burial expenses;
- Health club or fitness program dues, even if the program is necessary to alleviate a specific medical condition such as obesity;
- Marijuana and other controlled substances, the possession of which are in violation of federal laws, even if prescribed by a physician;
- Maternity clothes, diaper service or diapers, salary of nurse to care for healthy newborn at home, babysitting, formula or childcare;
- Home improvements, household, and domestic help;
- Death Benefits or life insurance benefits; or
- Any item that does not constitute “medical care” as defined under Code Section 213.

Therefore, you cannot be reimbursed for the following products:

ChapStick/Lip balm	Cosmetics	Denture adhesive products	Deodorant	Face creams
Hand lotion	Moisturizers	Suntan lotion	Toothpaste/ Mouthwash	

IMPORTANT: FEDERAL LAW RESTRICTS THE TYPES OF EXPENSES THAT MAY BE PAID FROM YOUR HRA. THE TRUSTEES CANNOT CHANGE THESE RULES.

Remember that your right to HRA reimbursement is expressly conditioned upon having an eligible expense, and that your HRA Account balance is only available to pay eligible expenses that are actually incurred. If you submit any documentation in support of an HRA claim that is determined by the Trustees or Fund Office staff, in their sole discretion, to likely be fraudulent, incorrect, inaccurate or misleading in any way, you will be prohibited from taking an HRA withdrawal for a period of 12-months . If it is determined that you received HRA reimbursement under false pretenses, you will be required to immediately reimburse the Fund the amount of the claim. If you do not submit payment within 10-days of demand, the Fund will issue you a Form 1099 on the amount of the claim and the Fund may commence litigation against you to recover the amount improperly distributed plus interest and collection costs. In addition, creation of a false business record such as a receipt from a provider or the submission of a receipt for services not actually rendered is a crime which may result in referral to law enforcement.