

FAQ-- HEARING OFFICERS PER SESSION HEALTHCARE REBATE 2021

The United Federation of Teachers is pleased announce the return of its Healthcare Rebate Program to address the unique needs of our Hearing Officers Per Session (HOPS) members and their families.

What is the Healthcare Rebate?

This program is a benefit made available exclusively to members of the UFT Hearing Officers Per Session Chapter to offset the costs of your own medical expenses and those of your immediate family members (i.e. spouse, domestic partner, dependent children). Due to the impact of the pandemic on your work hours, for 2021 the union has adjusted the eligibility criteria to cover those hearing officers who have worked a total of 400 hours during 2019 and 2020 combined and increased the maximum payment to \$3,000.

How and when will the rebate be paid?

The rebate will be paid in one lump sum payment. The process of reviewing applications will begin in October 2021.

Will the payment be taxable?

In January 2022, members who received a reimbursement will receive a 1099 accounting for the payment and are advised to speak with an accountant as to any potential tax ramifications.

What are the eligibility requirements?

Eligibility is based on UFT membership and hours worked at OATH. In order to be eligible, you must satisfy the requirements in (a), (b), and (c) below:

- (a) Be a member in good standing of the UFT both on the date you submit the application and on the date the payment is made. "Good standing" means that you have authorized the deduction of dues from salary or wages in each regular payroll in the amount certified by the UFT; and
- (b) Have completed a minimum of 400 hours worked at OATH in the calendar years 2019 and 2020 combined (January 1, 2019 – December 31, 2020); and
- (c) Submit the required documentation of hours worked and healthcare expenses of up to \$3,000 incurred in the calendar years 2019 and 2020 combined (January 1, 2019 – December 31, 2020).

What is the application procedure?

There is a simple application for you to complete and submit to the UFT. The application requires that you provide documentation of your hours worked and healthcare expenses up to \$3,000 for yourself and/or immediate family members (i.e. spouse, domestic partner, dependent children). The completed application and supporting documents must be submitted by December 15, 2021. To expedite the payment process, we ask that you include both the completed application and all of the supporting documents together in one submission.

What type of healthcare documentation is acceptable?

Acceptable forms of documentation are receipts, credit card statements, invoices, and/or cancelled checks showing payment of healthcare expenses for yourself, your spouse or domestic partner, or dependent children during calendar years 2019 and 2020.

What type of documentation do I need to show my hours of work?

Any document(s) that show a total of 400 hours worked at OATH during the calendar years 2019 and 2020 combined are acceptable. Should you choose to use Employee Self Service (ESS) on the NYCAPS system to obtain your documentation, instructions for printing your hours are included in a separate attachment.

What expenses are covered?

- Payment of health insurance premiums (including Medicare)
- Co-pays for doctor visits
- Out of pocket expenses for medical, vision or dental care, or prescriptions
- Out of pocket expenses for eyeglasses or other prescribed medical equipment

What to do if you have a question not addressed here?

Contact UFT Special Rep Ilene Weinerman, iweinerman@uft.org