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IMPORTANT INFORMATION ABOUT INCREASED 2018-2019 ANNUAL MAXIMUM BENEFIT AND ADDITIONAL BENEFITS AVAILABLE UNDER THE NYSNA CHILD CARE AND ELDER CARE FUND

The Trustees of the NYSNA Child Care and Elder Care Fund are excited to share with you the following **increase to the annual maximum benefit** for the 2018-2019 plan year, as well as **expanded benefits** that the Trustees agreed to add to the expenses that will be covered by the Fund, *effective as of July 1, 2018*. These benefits were added based upon input from NYC H+H and Mayoral NYSNA Nurses, after consideration by the Trustees. We sincerely appreciate your ideas and feedback and we strive to continue to make this Fund serve its purpose of providing quality child care and elder care benefits to assist you in dealing with your family obligations.

INCREASED ANNUAL MAXIMUM BENEFIT AMOUNT

Remember that all covered child care and elder care benefits are subject to the Fund's annual maximum benefit amount. The Trustees have agreed to increase the annual maximum benefit amount for expenses incurred during the plan year from July 1, 2018 through June 30, 2019 for eligible participants who file complete and timely claims for reimbursement:

- Full-time nurses may receive a maximum reimbursement amount of **\$3,500 per fiscal year** (July 1, 2018 to June 30, 2019) *(the prior maximum reimbursement amount was \$2,400)*
- Part-time and hourly nurses who work between 22.5 and 37.5 hours per week may receive a maximum reimbursement of **\$1,750 per fiscal year** (July 1, 2018 to June 30, 2019) *(the prior maximum reimbursement amount was \$1,200)*

ENHANCED CHILD CARE BENEFITS

Based on your feedback, the Trustees agreed to enhance the child care benefits as follows, effective July 1, 2018, subject to the overall annual maximum benefit amount:

- The Fund will provide reimbursement for newborn child care, pre-kindergarten child care, school age child care and child care for a disabled child when the care is given by an informal caregiver, for children up to age 13. Previously, the Fund only reimbursed for expenses for formal child care providers. Note, however, that the Fund will not reimburse for care provided by your spouse, adult child or parent of the child. Also note that you may only use up to 50% of your annual maximum benefit amount (\$1,750 for full-time nurses; \$875 for covered part-time and hourly nurses) to reimburse for expenses related to informal caregivers.

- The Fund will provide reimbursement for before-school care for your child up to age 13.
- The Fund will provide reimbursement for tutoring expenses or for activities (lessons, gymnastics, etc.) for your child up to age 13.
- The Fund will provide reimbursement for before or after school care and camps for children age 13 up to age 16** (this is in addition to the coverage for children under age 13).
- The Fund will provide reimbursement towards expenses for SAT and GED preparation classes for your child under 18.**

**NOTE that certain reimbursements may be taxable to you. Contact your tax advisor with any questions.

ENHANCED ELDER CARE BENEFITS

Based on your feedback, the Trustees also agreed to enhance the elder care benefits as follows, effective July 1, 2018, subject to the overall annual maximum benefit amount:

- The Fund will provide reimbursement for elder care when the care is given by an informal caregiver (i.e., friend or relative but not spouse, sibling, child, or parent of member). Note, however, that you may only use up to 50% of your annual maximum benefit amount (\$1,750 for full-time nurses; \$875 for covered part-time and hourly nurses) to reimburse for expenses related to informal caregivers.

We will be sending out revised documents reflecting these changes. Please refer to your summary plan description (SPD), which is the official plan document, for full information. In the event of a conflict between this notice and the SPD, the SPD shall control.

We are excited about the growth of the NYSNA Child Care and Elder Care Fund and look forward to continuing to serve our NYC H+H and Mayoral NYSNA Nurse participants.