

## UA Local 467 Extended Reserve Eligible Expenses

**Healthcare expenses** that *do* qualify for reimbursement. (See: IRS Publication: 502.) Only expenses not reimbursed by a healthcare plan can be claimed.

- Acupuncture (excluding remedies and treatments prescribed by acupuncturist).
- Adoption related medical costs
- Air conditioner for allergy relief
- Alcoholism treatment
- Ambulance services
- Artificial limbs/teeth
- Aspirin, or antacids. (See below.)
- Attendant for blind or deaf student
- Autoette (electric car)
- Birth control pills
- Blind persons accessories (seeing eye dog, Braille training, special schooling)
- Capital expenditures (home modifications for handicapped)
- Car modifications for handicapped
- Childbirth prep classes (mother only)
- Chiropractors
- Christian Science practitioner's fees
- Contact lenses and solutions
- Co-payments
- Cosmetic Surgery (non-elective only)
- Costs for physical or mental illness confinement
- Crutches
- Deaf persons accessories (hearing aids, special schooling)
- Deductibles
- Dental fees
- Dentures
- Diagnostic fees
- Dietary supplements with doctor's letter of medical necessity
- Doctors fees
- Domestic aid (in home nurse)
- Drug addiction treatment
- Drug and medical supplies (i.e. syringes, needles, etc.)
- Dyslexia language training
- Electrolysis (medical reasons only)
- Elevator for cardiac conditions
- Eye exams and glasses
- Eye surgery (cataracts, LASIK, etc.)
- Fertility enhancement
- Fluoride device
- Guide animals
- Hair transplant (surgical and medical reasons)
- Hearing devices and batteries
- HMO payments
- Hospital bills

- Indian medicine man
- Insulin
- Iron lung
- Laboratory fees
- Laetrile (legal use)
- Laser eye surgery
- Lead paint removal
- Learning disability (doctor recommended special schooling fees)
- Legal expenses related to medical condition
- Lifetime medical care prepaid-retirement home
- Limbs (artificial)
- Lodging (for medical care away from home)
- Long-Term Care Insurance (only under an HRA plan)
- Long Term Care Services (qualified medical only)
- Meals (medical care away from home)
- Medical conferences (relating to illness)
- Medical insurance premiums (only if paid post-tax) •• Nursing home (medical reasons)
- Nursing services (home care)
- Obstetrical expenses
- Operation (legal, including abortion)
- Oral surgery
- Organ Donor
- Orthodontic fees
- Orthopedic devices
- Osteopaths
- Over-the-counter drugs that are medically necessary like allergy medications,
- Oxygen
- Oxygen equipment
- Physician fees
- Prescription Drugs
- Psychiatric care
- Psychologist's fees
- Psychotherapists
- Routine physicals and other non-diagnostic services or treatments
- Sexual dysfunction treatment
- Smoking-cessation over-the-counter drugs
- Smoking-cessation programs
- Sterilization
- Surgical fees
- Swimming pool (for polio or arthritis treatment)
- Telephone equipment (for hearing impaired)
- Television close caption prescribed by doctor
- Vasectomy
- Vitamins with doctor's letter of medical necessity
- Weight loss programs (doctor prescribed for medical reasons)
- Wheelchair
- Wigs (alleviation of physical or mental discomfort)
- X-rays

**Over-the-counter** items that *do* qualify for reimbursement.

The following is a list of over-the-counter items the IRS has determined to be primarily for medical care and eligible for reimbursement when purchased without a prescription.

- Allergy medicine
- Menstrual cycle products for pain/cramps
- Aspirin or Antacids
- Motion sickness pills
- Bactine
- Muscle or joint pain products
- Band-Aids/bandages
- Nasal sinus sprays/strips
- Anti-diarrhea medicine
- Nicotine gum/patches for stop-smoking
- Bug-bite medication
- Pain relievers
- Calamine lotion
- Pedialyte for ill child dehydration
- Carpal-tunnel wrist supports
- Pregnancy test kits
- Cold medicines
- Reading glasses
- Cold/hot packs for injuries
- Rubbing alcohol
- Condoms
- Sinus medications
- Contact lens cleaning solution
- Sleeping aids to treat insomnia
- Cough drops
- Spermicidal foam
- Diaper rash ointments
- Sunburn ointments or creams
- First aid cream/First aid kits
- Thermometers (ear or mouth)
- Hemorrhoid medication
- Throat lozenges
- Incontinence supplies
- Visine and other eye products
- Laxatives
- Wart remover treatments
- Liquid adhesive for small cuts

**Over-the-counter dual purpose items that *do* qualify for reimbursement.**

The following list of dual-purpose over-the-counter items can be reimbursed if used for medical purposes. They must be accompanied by a medical practitioner's note stating the item is to treat a specific medical condition and not a cosmetic procedure.

- Acne treatment (Retin A) only to treat a specific medical condition such as acne vulgaris
- Dietary supplements or herbal medicines to treat medical conditions in narrow circumstances

- Fiber supplements under narrow circumstances
- Glucosamine/chondroitin for arthritis or other medical conditions
- Orthopedic shoes and inserts (only the cost difference between orthopedic and non-orthopedic shoes will be reimbursed)
- Hormone therapy and treatment for menopause symptoms such as hot flashes and night sweats
- Pills for lactose intolerance
- Prenatal vitamins
- St. John's Wort for depression
- Sunscreen
- Weight-loss drugs to treat a specific disease including obesity

**Healthcare expenses that *do not* qualify for reimbursement.**

- Elective cosmetic surgery and procedures
- Dental bleaching
- Marriage and family counseling
- Over-the-counter items, drugs, or medications that are not medically necessary or are not prescribed by your physician.
- Weight loss programs for general health or appearance

**Over-the-counter expenses that *do not* qualify for reimbursement.**

The following list of over-the-counter items will not be reimbursed under any circumstances since they are toiletries or cosmetics likely for general health and well being.

- Chapstick
- Face cream, moisteners
- Medicated shampoos and soaps
- One-a-day vitamins
- Suntan lotion

**Note:** *The above are representative lists and do not include all ineligible and eligible reimbursable items.*

**Dependent care expenses that *do* qualify for reimbursement.** Expenses necessary for you (and your spouse, if married) to be gainfully employed. *(For mere information see IRS Publication 503.)*

- Nanny expenses, for services provided inside your home, are eligible to the extent they are attributable to dependent care expenses and expenses of incidental household services.
- Dependent care expenses incurred for services outside your home, providing they are incurred for the care of a qualifying dependent that regularly spends at least 8 hours per day in your home,
- Registration fees to a daycare facility are eligible as long as the fees are allocable to actual care and not described as materials or other fees.
- Nursery school expenses are eligible, even if the school also furnishes lunch and educational services.
- Food and incidental expenses (diapers, activities, etc.) may be eligible if part of dependent care charge.
- Expenses paid to a relative (e.g. child, parent, or grandparent of participant) are eligible. However, the relative cannot be under age 19 or a tax dependent of the participant.
- FICA and FUTA payroll taxes of the daycare provider are eligible.
- Dependent care expenses incurred to enable the employee to find work are eligible.

**Dependent Care reimbursement limitations** The Dependent Care reimbursement may not exceed the smaller of the following limits:

- \$5,000 if filing a joint tax return, and \$2,500 if separate returns are filed.
- Your taxable compensation (after all compensation reduction elections); or if you are married, your spouse's actual or deemed earned income.

**Dependent Care expenses** that *do not* qualify for reimbursement. (*For additional Information see IRS Publication 503.*)

- Kindergarten fees are almost always an education expense and should never be reimbursed under a dependent care plan.
- Elementary school expenses for a child in first grade or higher are not eligible.
- Food, transportation, and incidental expenses (diapers, activities, etc.) are not eligible if charged separately from dependent care expenses.
- Expenses paid to a housekeeper, maid, cook, etc. are not eligible, except where incidental to child or dependent adult care.
- Mass transit and parking.