UA Local 467 Extended Reserve

Health Reimbursement Arraignment

Medical & Dental Reimbursable Expenses

(Limited to IRS Allowances)

The IRS defines eligible healthcare expenses as amounts paid for the diagnosis, cure, mitigation, or treatment of a disease, and for treatments affecting any part or function of the body. The expenses must be primarily to alleviate a physical or mental condition or illness. This list is not all-inclusive.

Eligible Expenses and OTC Items

**DENTAL SERVICES**

Dental X-Rays

Dentures

Exams/Teeth Cleaning

Extractions

Fillings

Gum Treatment

Oral Surgery

Orthodontia/Braces

**MEDICAL TREATMENTS & PROCEDURES**

Acupuncture

Alcoholism and Drug Addiction (inpatient treatment)

Hearing Exams

Hospital Services

Infertility

In Vitro Fertilization

Norplant Insertion or Removal

Physical Examination (not employment-related)

Physical Therapy

Reconstructive Surgery (medically necessary)

Speech Therapy

Sterilization

Transplants (including organ donor)

Vaccinations/Immunizations

Vasectomy and Vasectomy Reversal

Weight Loss Programs (as prescribed by your doctor)

Well Baby Care

**OBSTETRIC SERVICES**

Lamaze Class (Child Rearing Classes Excluded)

Midwife Expenses

OB/GYN Exams

OB/GYN Prepaid Maternity Fees (reimbursable after date of birth)

Pre and Postnatal Treatments

**LAB EXAMS & TESTS**

Blood Tests

X-Rays

Cardiographs

Laboratory Fees

Metabolism Tests

Urine/Stool Analysis

**VISION SERVICES**

Eye Examinations

Eyeglasses

Contact Lenses

Laser Eye Surgeries

Artificial Eyes

Prescription Sunglasses

Radial Keratotomy/LASIK

**MEDICATION**

Insulin

Prescribed Birth Control and Vitamins

Prescription Drugs

**PRACTITIONERS**

Allergist

Chiropractor

Christian Science

Dermatologist

Homeopath

Naturopath

Osteopath

Physician

Psychiatrist

Psychologist

**MEDICAL EQUIPMENT, SUPPLIES, & SERVICES**

Abdominal/Back Supports

Ambulance Services

Arches/Orthopedic Shoes

Contraceptive, Prescribed

Counseling

Crutches

Hearing Devices & Batteries

Hospital Bed

Learning Disability (Special School/Teacher)

Medic Alert Bracelet or Necklace

Oxygen Equipment

Prescribed Medical and Exercise Equipment

Prosthesis

Splints/Casts or Support Hose (if medically necessary)

Syringes

Transportation Expenses (essential to medical care)

Tuition Fee at Special School for Disabled Child

Weight Loss Drugs (to treat specific disease)

Wheelchair

Wigs (hair loss due to disease)

ELIGIBLE OTC MEDICAL SUPPLIES & MEDICINES: Require prescriptions and/or itemized receipt.

Acne Medications

Adult Incontinence Products (e.g. Depends)

Allergy & Sinus Medications (Benadryl, Claritin, Sudafed)

Anti-Fungal Medications (Lotramin AF)

Anti-Itch Medications (Caladryl, Cortizone)

Birth Control Products (e.g. Prophylactics)

Cold Sore Medications

Contact Lens Solutions

Cough, Cold, & Flu Medications

Decongestants

Denture Adhesives

Diaper Rash Ointments

Ear Supplies (e.g. Ear Plugs)

First Aid Supplies (e.g. Band-Aids)

Gastrointestinal Aids (Antacids, Anti-Diarrhea Medicines, Laxatives - Non-Fiber, Nausea Medications)

Health Monitors (e.g. Blood Pressure, Cholesterol, HIV, Thermometers)

Hearing Aid Batteries

Heat Wraps (e.g. ThermaCare)

Heating Pads, Hot Water Bottles

Insulin & Diabetic Supplies

Lactose Intolerance Pills

Medicine Dropper/Spoon

Motion Sickness Devices

Nasal Sprays for Congestion (e.g. Afrin)

Pain Relievers (e.g. Aspirin, Excedrin, Tylenol, Advil, Motrin)

Pre-Natal Vitamins

Sleeping Aids

Supports/Braces (e.g. ankle, knee, wrist, therapeutic glove)

Suppositories

Toothache Relievers (e.g. Orajel)

Topical Ointments for Gingivitis

Wart Remover Medications

Yeast Infection Creams (e.g. Monistat)

**This is not a complete list. It is intended to provide Plan participants with examples of OTC items that may be eligible.**

DUAL-PURPOSE ITEMS: Require certification of medical necessity and/or itemized receipt.

Calcium Supplements

Fiber Supplements

Foot Insoles

Herbal Medicines

Homeopathic Remedies

Hormone Therapy

Joint Supplements

Nasal Strips & Snore Relief (e.g. Breathe Right)

Vaporizers/Humidifiers

Vitamins/Minerals/Supplements

**To be reimbursed for these expenses, a completed claim form must be submitted to Navia Benefits Solutions along with one of the following:**

* **A customer receipt identifying the name of the person for whom the prescription applies, the date and amount of the purchase, and an Rx number; or**
* **A customer receipt that reflects the date and the amount of the purchase, along with a copy of the prescription.**

Ineligible Expenses & Ineligible OTC Items: The IRS does not allow the following expenses to be reimbursed. This list is not all-inclusive.

Baby Diapers

Child Care Expenses

Contact Lens or Eyeglass Insurance

Cosmetic Surgery/Procedures

Cosmetics

Dancing/Exercise/Fitness Programs

Deodorants

Diaper Service

Electrolysis

Face Creams

Feminine Hygiene Products

Hair Loss Medication

Hair Removal Products

Hair Transplant

Health Club Dues

Insect Repellants

Lip Balms (e.g. Chapstick, Blistex)

Lotions/Moisteners

Marriage Counseling

Maternity Clothes

Mouthwashes

Over the Counter Medications

Personal Trainers or Exercise Equipment

Shampoos

Soaps

Sport Energy Liquids, Bars, etc.

Stay Awake Aids (e.g. No Doz)

Suntan Lotions

Swimming Lessons

Teeth Whitening Products

Teeth Whitening/Bleaching

Toiletries

Tooth Brush

Toothpaste

Vitamins or Nutritional Supplements

Wrinkle Reducers