

## **VEBA PLAN SUMMARY**

### **HEALTH REIMBURSEMENT ARRANGEMENT FOR ACTIVE EMPLOYEES**

Your local governmental employer (“Employer”) has adopted the Minnesota Service Cooperatives VEBA Plan to provide health reimbursement arrangements for eligible employees, their Spouses and Dependents. The VEBA Plan permits Employees to pay Eligible Health Expenses from individual accounts. Your VEBA Plan account is funded entirely with Employer contributions. The VEBA Plan is intended to qualify as a health reimbursement arrangement (an “HRA”), and will be interpreted consistent with the rules governing HRAs.

Your account in the VEBA Plan will be available for the reimbursement of Eligible Health Expenses incurred during your employment and after your termination of employment.

This Summary describes the VEBA Plan’s provisions as of the Effective Date, and answers important questions about it. Keep this Summary, and refer to it to answer important questions about the VEBA Plan.

#### **What does “VEBA” stand for?**

“VEBA” is short for “voluntary employees’ beneficiary association.” If you are part of a group of employees represented by a labor union, you are a member of the VEBA if provided for in a collective bargaining agreement between the union and your Employer. If you are not represented by a labor union, you are a member of the VEBA if provided for in a personnel policy of your Employer.

The VEBA has been organized as a trust designed to be exempt from taxes under Section 501(c)(9) of the Internal Revenue Code (the “Code”). As used in this Summary, the term “VEBA Plan” includes not only the trust, but also the health reimbursement arrangements that are funded through the trust. Additional eligibility rules may apply in order for you to participate in the health reimbursement arrangement.

## **INTRODUCTION**

When you become eligible for the VEBA Plan, your Employer will allocate one or more contributions to an individual recordkeeping account in your name. The timing and amount of contributions will be determined under your collective bargaining agreement or personnel policy. You are not entitled to choose between taxable cash compensation and contributions to VEBA Plan. Your VEBA Plan account has the following additional features:

- Your account is funded entirely with Employer contributions. No contributions will be made to your account in the VEBA while you are actively employed unless you are enrolled in employer-sponsored group health insurance.
- Your account may only be used for Eligible Health Expenses for you or your Dependents.

- Amounts allocated to your account are available to you and your Dependents both during and after your employment.
- You may direct the investment of amounts allocated to your account in mutual funds that represent a broad range of risk and return.

Your Employer may offer one or more of the VEBA coverage options listed below, and the definition of “Eligible Health Expenses” will vary depending on which of the VEBA coverage options are offered. If more than one option is offered, the definition of Eligible Health Expenses will vary depending upon which VEBA coverage option you choose prior to the beginning of the Plan Year.

- *General-Purpose VEBA Option.* For purposes of this Option, the term “Eligible Health Expenses” means medical care expenses incurred by you or your Dependents (including your Spouse) that are related to the diagnosis, treatment or prevention of disease, sickness, or injury.
- *Limited-Purpose VEBA Option.* Employees who choose this Option may be eligible to contribute to a health savings account (an “HSA”) if they are also covered by a high deductible health plan (a “HDHP”) and they do not have any disqualifying coverage. For purposes of this Option, the term “Eligible Health Expenses” means expenses incurred by you or your Dependents (including your Spouse) for medical care expenses that are related to the diagnosis, treatment or prevention of disease, sickness or injury; provided, however, that such expense is limited to one or more of the following categories of coverage, as determined by your Employer: vision care, dental care, preventive care (as defined in Section 223(c) of the Code), or Eligible Health Expenses incurred after you satisfied the applicable statutory minimum deductible for an HSA-eligible HDHP. You may be eligible for reimbursement once you meet these deductibles even if your HDHP plan has higher deductibles.

Active employees may not use amounts in the VEBA to reimburse premiums for individual policies of health insurance. Effective January 1, 2020, the term “Eligible Health Expenses” includes most over-the-counter drugs or medicines. The term “Eligible Health Expenses” is defined in more detail at the end of this Summary Plan Description.

If your Employer offers VEBA coverage options in addition to the General-Purpose VEBA Option, and you fail to elect any of the VEBA Options listed above during the open enrollment period before the beginning of a Plan Year, you will be deemed to have elected the General-Purpose VEBA Option for the duration of that Plan Year.

The VEBA Plan offers you more choices than are available through traditional health insurance:

- You may use your VEBA Plan funds to pay for physicians and specialists without obtaining a referral, whether or not they belong to a particular network.

- You may use your VEBA Plan funds to pay for prescription drugs, vision and dental expenses.
- You may create a health care fund for retirement, if you use your VEBA Plan funds wisely.

Tips for conserving your VEBA Plan funds:

- Your employer's major medical group health plan has access to discounted rates from network providers (in-network providers) and prescription drugs (the list of drugs is called the "formulary"). Use in-network providers and formulary drugs to reduce your out-of-pocket costs.
- Encourage your medical care providers to prescribe generic drugs rather than "name brand" drugs.
- Take advantage of free preventive care offered through your group health plan.

The VEBA Plan works together with other benefit programs:

- The VEBA Plan is integrated with a major medical health plan with a deductible; use it to help pay for Eligible Medical Expenses below the deductible.
- The VEBA Plan may supplement a health flexible spending account in your cafeteria plan.
- The VEBA Plan may supplement a health savings account if you elect the Limited-Purpose VEBA Option and you are otherwise an eligible individual.

***IMPORTANT: READ NEXT PARAGRAPHS CAREFULLY***

This VEBA Plan Summary is a summary only. It does not alter the VEBA Plan, and the actual text of the underlying plan and trust documents control in all instances. If there is an inconsistency between the contents of this Summary and the contents of the plan and trust documents, your rights under the VEBA Plan shall be determined under the plan and trust and not under this Summary. The plan and trust may be reviewed during regular business hours at your Employer's main office, or at the office of the Service Cooperative of which your Employer is a member.

Your VEBA Plan is designed to be integrated with a major medical health care plan. VEBA Plans may also interact with health savings accounts and cafeteria plans containing medical expense reimbursement accounts. For information on your major medical health care plan, consult the summary plan description for that arrangement. For information on other benefit arrangements, including your cafeteria plan, consult your Employer or union representative. This Summary may not alter the terms of other employee benefit plans, or of any collective bargaining agreement, personnel policy, or insurance contract.

## HOW TO USE YOUR VEBA PLAN ACCOUNT

Each year, your Employer will contribute a fixed amount to an account established in your name in the VEBA Plan. Your Employer will also make available a major medical plan with relatively higher deductibles, co-pays and/or co-insurance. These benefits are integrated and intended to complement one another. Used appropriately, they will provide you the opportunity to maximize the value of your long-term health coverage.

This Summary will use examples based on hypothetical Employer contributions. *Actual contributions to your VEBA Plan account will vary.* Refer to the collective bargaining agreements or personnel policies of the Employer for information on contributions to your VEBA Plan account.

This Summary will also use examples based on a hypothetical high deductible health plan. *Actual deductibles, co-pays, and co-insurance in your major medical plan will vary.* Refer to the *Summary of Benefits and Coverage* for each of your employer's plan options for information on deductibles, co-pays, co-insurance, out-of-pocket-maximums, and other important features.

Here is an example of a VEBA Plan account in action:

Mary's employer offers a major medical plan with a \$4,000 annual deductible for family coverage, and a \$2,000 annual deductible for single coverage. The plan provides first-dollar coverage of preventive care. Once the annual deductible is met, the plan provides for reimbursement of covered expenses at 100%.

Mary chooses family coverage. Her employer makes a contribution of \$2,000 to her VEBA Plan account (she would have received less had she elected single coverage).

Mary's Eligible Health Expenses in Year 1 are as follows:

	Amount of expense
Inoculations for children	\$200
Preventive cancer screening	\$250
Doctor visits	\$500
Eyeglasses	\$200

- The first \$200 for inoculations is paid entirely by the major medical plan, without any reduction to Mary's VEBA Plan account. This is because the major medical plan covers well-child care and similar preventive care benefits on a first dollar basis.
- The next \$250 for preventive cancer screening is also paid by the major medical plan.

- The next \$500 for doctor visits (other than for preventive care) is paid from Mary's VEBA Plan account. The annual deductible is reduced by \$500.
- The final \$200 is also paid from Mary's VEBA Plan account. Although eyeglasses are Eligible Health Expenses under the VEBA Plan, they are not covered expenses under the major medical plan. As a result, the cost of eyeglasses will not be applied to reduce the annual deductible under the major medical plan.

At the end of Year 1, Mary has \$1,300 remaining in her VEBA Plan account. This amount "rolls over" into her VEBA Plan for Year 2.

In Year 2, Mary receives another contribution of \$2,000. This amount is added to the \$1,300 saved in the previous year, for a total balance of \$3,300. The annual deductible and out-of-pocket maximum under the major medical plan is indexed for inflation, and the deductible increases to \$2,100 for single coverage and \$4,200 for family in Year 2.

Here are some alternative scenarios for Year 2:

- Scenario 1: Mary starts Year 2 with \$3,300 in her VEBA account. Then she breaks her leg skiing. Her medical bills are \$10,000. Although the deductible for family coverage is \$4,200, the deductible is limited to \$2,100 for individual family members. Mary applies \$2,100 from her VEBA account towards the medical bill. Her plan covers the rest of her medical bills.
- Scenario 2: Mary starts Year 2 with \$3,300 in her VEBA account. But she and her husband play too much tennis, and both will require knee surgery. Mary only has \$3,300 in her VEBA account, and the cost of surgery will be \$10,000 each. Because the deductible for individual family members is \$2,100, Mary knows that she and her husband will have \$900 in unreimbursed medical expenses after she spends down her VEBA account. Before the beginning of her plan year, Mary sets aside \$900 from her pre-tax pay to a health flexible spending account in her cafeteria plan. After obtaining all necessary approvals, she and her husband undergo surgeries for a total cost of \$20,000. Of this amount, \$3,300 is paid from the VEBA Plan and \$900 from Mary's cafeteria plan. Now that she and her husband have met the \$2,100 deductible (for individual family members), the balance is paid from her major medical plan. Any expenses incurred by Mary's children who are eligible Dependents in Year 2 will be covered by the plan, because she and her husband have met the combined family deductible of \$4,200.

Mary's employer contributes another \$2,000 to her VEBA Plan account in the following year. Because the \$900 she used for the surgery was paid

with pre-tax dollars through her cafeteria plan, she cannot be reimbursed for that amount from the VEBA Plan. But she has \$2,000 in her VEBA Plan account to use for future expenses.

- Scenario 3: Mary starts Year 2 with \$3,300. She incurs routine medical expenses other than preventive care in the amount of \$1,000. At the end of the year, she has \$2,300 remaining in her VEBA Plan account.

Mary's employer contributes another \$2,000 in Year 3. Her VEBA Plan balance is now \$4,300. Mary is on track to building a health care savings account for retirement.

## **ELIGIBILITY**

### **Eligibility**

If you are a member of the VEBA, you will be eligible to receive a contribution under the health reimbursement arrangement if you enroll in the major medical plan sponsored by your Employer. Additional terms and conditions of eligibility may be found in your collective bargaining agreement or personnel policy.

Once you have established a VEBA Plan account, you will remain eligible to participate for as long as you have a positive balance in your account.

### **How to enroll**

You and your Dependents are automatically enrolled in the VEBA Plan if you meet the eligibility requirements above. Eligible Health Expenses incurred by your Dependents may be reimbursed from your VEBA Plan account regardless of whether you elect single or family coverage under your Employer's major medical plan.

### **“Dependents” under the VEBA Plan**

The term “Dependents” includes your Spouse (unless you have elected the Employee-Plus-Children VEBA Option) and your Dependent children. Effective March 30, 2010, the term Dependents include adult children through the end of the year in which they attain age 26. The term “Spouse” includes individuals who are in a legally valid same-sex marriage sanctioned by a state, territory, or foreign jurisdiction. Other Dependents include children who are older than the limiting age but who are handicapped and certain grandchildren (subject to a support test). If both you and your Spouse are employees of the Employer, and either or both maintain an account under the VEBA Plan, either or both of you may be reimbursed from the other's account for Eligible Health Expenses (unless either or both have elected the Employee-Plus-Children VEBA Option).

To be eligible for reimbursement under the VEBA, your Dependents must be enrolled in a group health plan sponsored by your Employer or any unrelated employer. The group health plan must provide “minimum value” under the Affordable Care Act, and cannot merely be

another health reimbursement arrangement. Most employer-sponsored group health plans meet these requirements.

### **Adding new Dependents**

The rules for adding new Dependents are described in the Summary Plan Description for your employer's major medical group health plan.

### **When coverage begins**

If you are eligible on the Effective Date, your coverage under the VEBA Plan will begin on that date. If you become eligible after the Effective Date, your coverage under the VEBA Plan will begin on the date you enroll in your Employer's major medical plan.

## **YOUR VEBA PLAN AND OTHER BENEFITS**

### **Effect of VEBA Plan expenses on annual deductible**

Certain medical expenses that are paid through your VEBA Plan account will be credited against the annual deductible under your Employer's major medical plan. In order to be credited against the annual deductible, these expenses must be covered under your Employer's plan. If you spend \$200 on eyeglasses, for example, this expense may be reimbursed from your VEBA Plan account. But it will not be applied to reduce the annual deductible under your Employer's major medical plan, because it is not a covered expense under your Employer's major medical plan.

### **Using your VEBA Plan with a cafeteria plan**

Your VEBA Plan account is NOT part of a cafeteria plan. You are not permitted to contribute to your VEBA Plan account with pre-tax salary deductions. Because it is not part of a cafeteria plan, your VEBA Plan is not subject to the use-it-or-lose-it requirement. This means that any unspent balance in your account will "roll over" into the following year and be added to your Employer's contributions for the following year.

If you participate in a cafeteria plan with a health flexibility spending account (FSA), that account IS subject to the "use-it-or-lose-it" rule. This means that any unspent balance in that account will be forfeited at year-end. Before making a salary reduction election to your cafeteria plan, make certain you know the order in which medical expenses are paid. Consider the following example:

John sets aside \$1,000 to his cafeteria plan medical expense reimbursement account. John's Employer contributes \$1,000 to his VEBA Plan account. That year, John incurs \$1,500 in Eligible Health Expenses.

Scenario 1: The VEBA Plan pays first, and the cafeteria plan pays second.

Scenario 2: The cafeteria plan pays first, and the VEBA Plan pays second.

The VEBA Plan pays \$1,000. The cafeteria plan pays \$500. At the end of the year, John forfeits the \$500 remaining in his cafeteria plan.

The cafeteria plan pays \$1,000. The VEBA Plan pays \$500. At the end of the year, the \$500 remaining in John's VEBA Plan "rolls over" into the following year.

If WEX does not administer your Employer's cafeteria plan medical expense reimbursement account, the VEBA Plan will pay first (Scenario 1 will apply). If WEX administers your Employer's cafeteria plan, the cafeteria plan will generally pay first (Scenario 2) unless your collective bargaining agreement or personnel policy provides for a different order of payment.

### **Suspending Your VEBA Plan to Gain Access to Premium Tax Credits**

To be eligible for federal subsidies and premium tax credits on a health care exchange (such as MNsure), individuals may not be eligible for affordable group health insurance that meets minimum value or be enrolled in other health coverage, including coverage through an HRA, a health flexible spending account, or the VEBA. Active employees who have a balance in the VEBA but are not currently eligible for employer-sponsored group health plan coverage (or for whom coverage is not "affordable" as that term is defined in federal law) will be given the option, at least annually, to opt out of VEBA coverage. Any accumulated amount for such employees will be permanently transferred to the Postretirement Health Care Savings Arrangement, where it will be held until retirement. Any accumulated amount for a retiree will be suspended until they attain age 65 and certify that they have enrolled in Medicare. The VEBA may permit reimbursement of vision and dental and other eligible "excepted benefits" from suspended accounts.

## **CONSUMER PRIVACY**

By your participation in this arrangement, you and your Dependents have agreed to allow all health care providers to give the Claims Administrator information on medical care they provide to you or your Dependents. The Claims Administrator will keep all such information strictly confidential. If a health care provider requires specific authorization to release records, you or your Dependents agree to provide this authorization. The failure of you or your Dependents to provide authorization or requested information may result in denial of your claim.

### **HIPAA PRIVACY RULE NOTICE OF PRIVACY PRACTICES**

The VEBA is subject to the HIPAA Privacy Rule ("Privacy Rule"). You can obtain a copy of the VEBA's *Notice of Privacy Practices* (which summarizes the Plan's Privacy Rule obligations, your Privacy Rule rights, and how the Plan may use or disclose health information protected by the Privacy Rule) from WEX.



## CUSTOMER SERVICE

### Questions?

The Claims Administrator's customer service staff is available to answer your questions about your benefits and claims payments.

Monday through Friday: 7:00 AM - 7:00 PM CST

*Hours are subject to change without prior notice.*

### Customer Service Telephone Number

1-866-451-3399

### WEX'S Website

[benefitslogin.wexhealth.com](https://benefitslogin.wexhealth.com)

### Claims Administrator's Mailing Address

Claim forms, claim review requests, and written inquiries may be mailed to the address below:

P.O. Box 2926, Fargo, ND 58108-2926

### Claims Administrator's Fax Number

1-866-451-3245

### Trustee's Contact Information

BPAS

1-866-401-5272. Monday – Friday, 8:00 am – 8:00 pm ET

## TERMINATION OF COVERAGE

### Termination of employment or similar event

Employer contributions will cease upon your termination of employment, retirement, layoff, reduction in hours, transfer to another employee group, or similar event that makes you ineligible for contributions (see your collective bargaining agreement or personnel policy).

Following such event, you will retain access to your VEBA Plan account for the reimbursement of Eligible Health Expenses until such time as your account is depleted. Annual administrative expenses will be paid from your account. You may also be entitled to continuation coverage for the VEBA.

### Loss of coverage by Dependents

If your Dependent no longer qualifies for coverage under your Employer's major medical plan, he or she will no longer be eligible for reimbursement of Eligible Health Expenses through the VEBA Plan. In that circumstance, your Dependent may elect continuation coverage under the major medical plan and the VEBA Plan. Eligible Health Expenses for a Dependent who

elects continuation coverage will be reimbursed from your VEBA Plan account during the continuation coverage period.

### **Benefits following death**

On your death, your eligible Dependents (including your Spouse) will continue to have access to your VEBA Plan account. They may be reimbursed for Eligible Health Expenses you incurred before your death, and for Eligible Health Expenses they incur following your death. Reimbursements for Eligible Health Expenses are pre-tax.

Following your death, and after the death of your Spouse, and the death or loss of Dependent status of other dependents (for example, when the last of your children attain age 26), the unused balance of your VEBA Plan account will be available to reimburse Eligible Health Expenses incurred by your designated beneficiaries. Reimbursements will be treated as taxable income. If there is no beneficiary designation on file, designated beneficiaries shall be the then living descendants, per stirpes, at the time of your death (i.e., if you have three adult children they could each access one-third of your account). If a designated beneficiary determined in this manner dies before his or her share of the account is exhausted, the balance will be divided equally among other designated beneficiaries determined on the date of your death. If no other designated beneficiaries so determined exists, the balance will revert to the VEBA plan.

Beneficiary designations for the VEBA that are older than January 1, 2016, should be updated. BPAS has beneficiary designation forms available online. It is not necessary to name your Spouse as beneficiary, because he or she will automatically have access to your account for pre-tax reimbursement of Eligible Expenses after your death.

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## CONTINUATION COVERAGE

**Qualifying Events.** Coverage may be continued if coverage ends due to any of the qualifying events listed below. In order to be eligible to continue coverage, a Participant or Dependent must be covered under the Plan before the qualifying event. In all cases, continuation ends if the VEBA Plan ends or required charges are not paid when due.

Qualifying Event	Who May Continue	Maximum Continuation Period
Employment ends (except gross misconduct dismissal), retirement, leave of absence, layoff or reduction in hours	Employee and dependents	Earlier of: 1. 18 months, or 2. enrollment date in other group coverage.
	Totally disabled dependent <sup>1</sup>	Earlier of: 1. 29 months after the employee leaves employment, or 2. date total disability ends, or 3. date of enrollment in Medicare, or 4. date coverage would otherwise end.
Divorce	Former spouse and any dependent children who lose coverage	Earlier of: 1. enrollment date in other group coverage, or 2. date coverage would otherwise end.
Death of employee	Surviving spouse and dependent children	Earlier of: 1. enrollment date in other group coverage, or 2. date coverage would otherwise end if the employee had lived.
Dependent child loses eligibility	Dependent child	Earliest of: 1. 36 months from the date of losing eligibility, 2. enrollment date in other group coverage, or 3. date coverage would otherwise end.

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<sup>1</sup> If the dependent is disabled at the time the employee leaves employment or becomes disabled within the first 60 days of continuation coverage, continuation for the dependent may be extended beyond 18 months of continuation. In order to qualify, the disabled dependent must meet the following notice requirements during the 18 months of continuation:

- a) The dependent must apply for Social Security benefits and be determined to have been totally disabled at the time of the qualifying event or within the first 60 days of continuation coverage.
- b) The dependent must notify the Claims Administrator of the disability determination within 60 days of the determination and during the initial 18-month continuation period.

Qualifying Event	Who May Continue	Maximum Continuation Period
Total disability of employee <sup>2</sup>	Employee and dependents	Earlier of: 1. date total disability ends, or 2. date coverage would otherwise end.
Early retirement	Early retiree <sup>3</sup> and dependents	Earlier of: 1. enrollment date in other coverage, or 2. date coverage would otherwise end.

## Notification

Qualified beneficiaries<sup>4</sup> must notify the Employer within 60 days of a qualifying event, such as divorce that would result in a loss of coverage for a Dependent. Qualified beneficiaries that wish to continue coverage must notify the Employer in writing. The Employer must notify qualified beneficiaries of the option to continue coverage within 10 days of receiving notice of a qualifying event.

Qualified beneficiaries have 60 days to choose to continue, starting with the date of the notice of continuation or the date coverage ended, whichever is later. Failure to choose continuation within the required time period will render the qualified beneficiary ineligible to choose continuation at a later date. Qualified beneficiaries have 45 days from the date of choosing continuation to pay the first continuation charges, except that surviving Dependents of a deceased employee have 90 days to pay the first continuation charges. After this initial grace period, qualified beneficiaries must pay charges monthly in advance to the Employer to maintain coverage in force.

## Charges for Continuation

Charges for continuation coverage will be equal to the annual Employer contribution, plus a two (2) percent administration fee (if the qualifying event for continuation is the employee's total disability, the administration fee is not required). All charges are paid directly to the Employer. The Employer will provide qualified beneficiaries, upon request, written

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<sup>2</sup> Total disability means the employee's inability to engage in or perform the duties of the employee's regular occupation or employment within the first two (2) years of disability. After the first two (2) years, it means the employee's inability to engage in any paid employment or work for which the employee may, by education and training, include rehabilitative training, be or reasonably become qualified. For employees disabled prior to January 1, 1992, total disability means the employee's inability to engage in or perform the duties of the employee's regular occupation or employment from the date of disability.

<sup>3</sup> An early retiree is an employee who at termination of employment has met the age and service requirements necessary to receive an annuity from a Minnesota pension plan.

<sup>4</sup> A qualified beneficiary is any individual covered under the VEBA Plan on the day before the qualifying event, as well as a child who is born to or placed for adoption with the covered employee during the period of continuation coverage.

verification of the cost of continuation coverage at the time of eligibility or at any time during the continuation period.

### **Additional Qualifying Events**

If additional qualifying events occur during continuation (i.e., divorce, death of the former covered employee, or Dependent child loses eligibility), a qualified beneficiary may be entitled to election rights of his or her own and an extended continuation period. This applies only when the initial qualifying event for continuation is the employee's termination of employment, reduction in hours, retirement, leave of absence, or layoff.

When a second qualifying event occurs, such as the death of the former covered employee, the Dependent must notify the Employer of the additional event within 60 days after it occurs in order to continue coverage. Continuation charges must be paid in the same manner as for the initial qualifying event. Unless the initial qualifying event provides for longer coverage (in which case the longer coverage applies), a second qualifying event entitles the qualified beneficiaries to 36 months of coverage beginning on the date the original maximum coverage period began.

### **Coordination with High Deductible Health Plan**

The Employer may, on a uniform and consistent basis, require that qualified beneficiaries elect and maintain in force continuation coverage under the high deductible health plan as a condition precedent to electing and maintaining continuation coverage under the Health Reimbursement Arrangement for Active Employees.

### **Special Continuation Rules in the Event of Divorce or a Dependent Child Losing Eligibility**

A qualified beneficiary can only elect to continue the coverage that existed before the qualifying event. This means that, for example, upon a qualifying event of divorce, your former spouse losing coverage will continue to have access to the Account Balance that existed as of the date of the qualifying event until that Account Balance is depleted by the former spouse and/or covered employee.

Employer contributions that are made to the VEBA Plan following the election of continuation coverage by a former spouse or Dependent will be separated into a subaccount. This means that Employer contributions made for the former Spouse or Dependent will not be available for use by the employee. Similarly, contributions made to the VEBA Plan for the employee after the divorce or child's loss of eligibility will not be available to the former Spouse or Dependent.

## **COORDINATION OF BENEFITS**

If you maintain a health flexibility benefits account through your Employer's cafeteria plan, and also maintain a balance in your VEBA Plan account, it is important to know which account must be used first for the reimbursement of Eligible Health Expenses. The default rule is that your VEBA Plan account must be exhausted before Eligible Health Expenses will be reimbursed from your cafeteria plan account.

The default rule may be reversed if your Employer so elects. In that case, your VEBA Plan account is not available for reimbursement of Eligible Health Expenses until any amount you set aside in your cafeteria plan for the year has been exhausted. You should confirm how the ordering rule operates before entering into your next salary reduction arrangement under your cafeteria plan.

In general, your VEBA Plan account will only reimburse you for medical expenses that are not paid or reimbursable from any other source, including Medicare. Notwithstanding this rule, if you or your Dependents are in the first 30 months of Medicare eligibility or entitlement due to End Stage Renal Disease (ESRD), you or your Dependents will be treated as if you are not yet eligible for Medicare under this rule since Medicare must be your secondary insurance for those first 30 months (unless you or your Dependents were entitled to Medicare due to age or disability on a primary basis at the time of ESRD-based Medicare eligibility).

### **AMENDMENT AND TERMINATION**

Except as limited by any collective bargaining agreement, and subject to the terms of the Trust, the Employer shall have the right to terminate, suspend, withdraw, amend or modify this Plan, upon mutual agreement with the MHC VEBA Committee, in whole or in part at any time. The Minnesota Service Cooperative VEBA Committee has the right to amend the Plan for law changes at any time. Notwithstanding this right, you will retain the right to amounts you have accumulated in the VEBA.

### **PLAN ADMINISTRATOR**

Your Employer is the Plan administrator. The Plan administrator is responsible for selecting VEBA Plan benefits, rights and features among an array of options made available through the VEBA Committee, and for adopting personnel policies and/or entering into collective bargaining agreements that do not discriminate with respect to VEBA eligibility or contributions. Except to the extent that it delegates Plan responsibilities to the Claims Administrator, Employer shall have full discretionary authority to make any and all factual and legal determinations necessary to determine eligibility for benefits or the amount of any benefits. Except to the extent reserved to the VEBA Committee, your Employer shall also have full discretionary authority to construe the terms of the Plan. This discretion includes, but is not limited to, the authority to make any rules, regulations, statements, or computations that your Employer deems necessary to administer the Plan.

### **CLAIMS AND APPEALS**

Claims for reimbursement under the VEBA Plan should be submitted to the Claims Administrator. Each claim for benefits that is not automatically substantiated (i.e., through a debit card that only permits reimbursement of medical expenses) shall contain a written statement containing the following information:

- 1) the person or persons on whose behalf Eligible Health Expenses have been incurred;

- 2) the nature of the expense so incurred;
- 3) the date the expense is incurred;
- 4) the name of the service provider;
- 5) the amount of the requested reimbursement; and
- 6) a statement that such expenses have not otherwise been paid through insurance or reimbursed from any other source, and that reimbursement will not be sought from any other source.

You must also submit a receipt or other third party evidence of the claim. All claims must be submitted within 18 months after they were incurred or they will be denied as untimely. If the Claims Administrator determines that your claim should be reimbursed, such payment will be made from the VEBA Plan's trust.

If you disagree with the action the Claims Administrator has taken on your claim, the Claims Administrator will review the resolution of your claim using the process outlined below. You may request an external review of the final determination the Claims Administrator makes about your request after you have exhausted the Claims Administrator's appeal process. You may contact the Commissioner of Commerce at any time by calling 1-800-657-3602 or 651-296-4026.

### **Initial Review**

If you disagree with the action the Claims Administrator has taken on your claim, call the Claims Administrator for an explanation of the claim's resolution at the number provided in the "Customer Service" section. The Claims Administrator will try to review the resolution of your claim within 10 days.

### **Appeals**

If you are not satisfied with the Claims Administrator's explanation of the claim's resolution, you may request that your claim be reviewed. You may submit your request for review in writing, or you may request a form that will include all the necessary information to file your written request for review. The Claims Administrator will notify you within 10 days that it has received your written request for review. Within 30 days of receiving your written request and all necessary information, the Claims Administrator will notify you in writing of its determination and the reasons for the determination. If the Claims Administrator is unable to make a determination within 30 days due to circumstances outside its control, the Claims Administrator may take up to 14 additional days to make a determination. If the Claims Administrator takes more than 30 days to make a determination, the Claims Administrator will inform you in advance of the reasons for the extension.

If you disagree with the action the Claims Administrator has taken on your written request for review, you may appeal the determination in writing and request either a hearing or a

written reconsideration. If you request a hearing, you and any person you choose may present testimony or other information. The Claims Administrator will provide you written notice of its determination and all key findings within 45 days after the Claims Administrator receives your written request for a hearing. If you request a written reconsideration, you may provide the Claims Administrator with any additional information you believe is necessary. The Claims Administrator will provide you written notice of its determination and all key findings within 30 days after the Claims Administrator receives your request for a written reconsideration. You are entitled to examine all pertinent documents and to submit issues and comments in writing. If you request, the Claims Administrator will provide you a complete summary of the appeal decision.

## **External Review**

If your appeal concerns a covered health care service or claim and you disagree with the Claims Administrator's appeal determination, you or anyone you authorize to act on your behalf, may submit the appeal determination to external review. The state of Minnesota has contracted with an independent organization to conduct the external review of your appeal. This independent organization meets the state's requirements to conduct external review of health-related disputes. Your written request for external review must be submitted to the Commissioner of Commerce.

You may request external review by contacting the Department of Commerce at:

Minnesota Department of Commerce  
Attention Enforcement Division  
85 Seventh Place East, Suite 500  
St. Paul, Minnesota 55101

The external review organization will notify you and the Claims Administrator that it has received your request for external review. Within 10 business days of receiving notice from the external review organization, you and the Claims Administrator must provide the external review organization any information to be considered. Both you and the Claims Administrator will be able to present a statement of facts and arguments. You may be assisted or represented by any person of your choice at your expense. The external review organization will send written notice of its decision to you, the Claims Administrator, and the commissioner within 40 days of receiving the request for external review. The external review organization's decision is binding on the Claims Administrator, but not binding on you.

## **ELIGIBLE HEALTH EXPENSES**

You may be reimbursed from your VEBA Plan account for medical care expenses you incur that are related to the diagnosis, treatment, or prevention of disease, sickness or injury. Eligible Health Expenses that will be reimbursed from your VEBA Plan account include the following:

<b>Abortion</b>	The amount paid by you or your Dependents for a legal abortion is eligible for reimbursement.
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<b>Acupuncture</b>	The amount paid by you or your Dependents for acupuncture is eligible for reimbursement.
<b>Alcoholism</b>	Payments made by you or your Dependents to a treatment center for alcoholics or drug addicts are eligible for reimbursement. This includes meals and lodging provided by the center during medical treatment.
<b>Ambulance</b>	Amounts paid by you or your Dependents for ambulance service are eligible for reimbursement.
<b>Artificial limb</b>	Amounts paid by you or your Dependents for an artificial limb are eligible for reimbursement.
<b>Birth control pills</b>	Expenses paid by you or your Dependents for birth control pills prescribed by a doctor are eligible for reimbursement.
<b>Braille books and magazines</b>	The cost of Braille books and magazines paid for and used by a blind or visually handicapped participant that is more than the price for regular books and magazines is eligible for reimbursement.
<b>Capital expenses</b>	Amounts paid by you or your Dependents for special equipment installed in your home or for improvements, if the main reason is for medical care, are eligible for reimbursement. Permanent improvements that increase the value of the property may be partly eligible for reimbursement. The amount paid for the improvement is reduced by the increase in the value of the property. The rest is eligible for reimbursement. If the value of the property is not increased by the improvement, the entire cost is eligible for reimbursement.

Certain capital expenses generally do not increase the value of a personal residence and may generally be eligible for reimbursement in full. Expenses made for the primary purpose of accommodating a personal residence to the handicapped condition of you or your Dependents are eligible for reimbursement.

These expenses include, but are not limited to, the following items.

- Constructing entrance or exit ramps to the residence.
- Widening doorways at entrances or exits to the residence.
- Widening or otherwise modifying hallways and interior doorways.
- Installing railing, support bars, or other modifications to bathrooms.
- Lowering of or making other modifications to kitchen cabinets and equipment.
- Altering the location of or otherwise modifying electrical outlets and fixtures.

- Installing porch lifts and other forms of lifts. Generally, this does not include elevators, because they may add to the fair market value of the residence, and any reimbursement would have to be decreased to that extent.
- Modifying fire alarms, smoke detectors, and other warning systems.
- Modifying stairways.
- Adding handrails or grab bars anywhere in the house.
- Modifying hardware on doors.
- Modifying areas in front entrance and exit doorways.
- Grading of ground to provide access to the residence.

If expenses similar to those listed above are incurred to adapt a personal residence to the handicapped condition of you or your Dependents, the full expenses are eligible for reimbursement, provided the expenses do not increase the fair market value of your residence. Only reasonable costs incurred to accommodate a personal residence to the handicapped condition are considered to be incurred for the purpose of medical care or are directly related to medical care for these purposes. Additional costs attributable to personal motivations, such as for architectural or aesthetic reasons, are **not** eligible for reimbursement.

## **Car**

**Special equipment.** The cost paid by you or your Dependents of special hand controls and other special equipment installed in a car for the use of a handicapped person is eligible for reimbursement.

**Special Design.** The amount by which the cost of a car specially designed to hold a wheelchair is more than the cost of a regular car is eligible for reimbursement.

**Cost of operation.** The cost of operating a specially equipped car is **not** eligible for reimbursement, except as discussed under **Transportation**.

## **Chiropractors**

Fees paid by you or your Dependents to a chiropractor for medical care are eligible for reimbursement.

## **Christian Science practitioners**

Fees paid to Christian Science practitioners are eligible for reimbursement.

## **Contact lenses**

See **Eyeglasses**.

## **Cosmetic surgery**

The amounts paid by you or your Dependents for cosmetic surgery or similar procedures directed at improving an individual's appearance are **not** eligible for reimbursement unless the surgery or procedure is necessary to ameliorate a deformity arising from a congenital abnormality, a personal injury resulting from an accident or trauma, or a disfiguring disease.

<b>Crutches</b>	The amount paid by you or your Dependents to buy or rent crutches is eligible for reimbursement.	
<b>Dancing lessons, swimming lessons, etc.</b>	The cost of dancing lessons, swimming lessons, etc. for you or your Dependent is <i><b>not</b></i> eligible for reimbursement, even if they are recommended by a doctor for the general improvement of the health of such person.	
<b>Dental treatment</b>	The amounts paid by you or your Dependents for dental treatment are eligible for reimbursement. This includes fees paid to dentists for X-rays, fillings, braces, extractions dentures, etc.	
<b>Diaper service</b>	<i>Not</i> eligible for reimbursement.	
<b>Doctor's fees</b>	Fees paid by you or your Dependents to doctors are eligible for reimbursement. This includes, but is not limited to, fees to:	
	anesthesiologists	ophthalmologists
	chiroprodists	osteopaths
	dermatologists	pediatricians
	gynecologists	podiatrists
	neurologists	psychiatrists
	obstetricians	surgeons
<b>Drugs</b>	See <b>Medicines</b> .	
<b>Drug addition</b>	See <b>Alcoholism</b> .	
<b>Electrolysis or hair removal</b>	See <b>Cosmetic Surgery</b> .	
<b>Eyeglasses</b>	Amounts paid by you or your Dependents for eyeglasses and contact lenses needed for medical reasons are eligible for reimbursement. Fees paid by you or your Dependents for eye examinations are also eligible for reimbursement.	
<b>Fertility Enhancement</b>	The cost of the following procedures to overcome the inability to have children:	
	<ul style="list-style-type: none"> <li>• Procedures such as <i>in vitro</i> fertilization (including temporary storage of eggs or sperm).</li> <li>• Surgery, including an operation to reverse a prior sterilization procedure.</li> </ul>	
<b>Founder's fee</b>	See <b>Lifetime care – advance payments</b> .	

<b>Funeral expenses</b>	<i>Not</i> eligible for reimbursement.
<b>Group medical insurance</b>	See <b>Insurance – premiums, policies, and plans.</b>
<b>Guide Dog</b>	The cost paid by you or your Dependents for a guide dog for the blind or deaf is eligible for reimbursement. The cost of a dog or other animal trained to assist persons with other physical disabilities is also eligible for reimbursement. Amounts paid by you or your Dependents for the care of the dog are also eligible for reimbursement.
<b>Hair transplant</b>	See <b>Cosmetic Surgery.</b>
<b>Handicapped persons</b>	See <b>Schools, special.</b>
<b>Health club dues</b>	Amounts paid by you or your Dependents for health club dues, YMCA dues, or steam baths for general health or to relieve physical or mental discomfort not related to a particular medical condition are <i>not</i> eligible for reimbursement.
<b>Hearing aids</b>	The costs paid by you or your Dependents of a hearing aid and the batteries purchased to operate it are eligible for reimbursement.
<b>Hospital Services</b>	Amounts paid by you or your Dependents for hospital services are eligible for reimbursement. Also see <b>Lodging.</b>
<b>Household help</b>	The cost paid by you or your Dependents for household help, even if a doctor recommends it because the individual is physically unable to do housework is <i>not</i> eligible for reimbursement. However, see <b>Nursing services.</b>
<b>Insurance premiums</b>	The cost paid by you or your Dependents for certain types of health insurance premiums, policies or plans are eligible for reimbursement. This includes amounts for retiree coverage, continuation coverage (including continuation coverage under COBRA), Medicare Part B coverage, and eligible long-term care premiums. You are <b>not</b> eligible for (1) reimbursement of health insurance premiums you pay on a pre-tax basis for coverage under your Employer's group health plan; (2) reimbursement of health insurance premiums for individual policies of insurance (whether single or family) for you or your Spouse or Dependents prior to retirement; or (3) reimbursement for premiums paid by your Spouse on a pre-tax basis for coverage under a group health plan of your Spouse's employer.

<b>Laboratory fees</b>	The amounts paid by you or your Dependents for laboratory fees that are part of medical care are eligible for reimbursement.
<b>Laetrile</b>	Amounts paid by you or your Dependents for laetrile prescribed by a doctor and purchased and used in a location where the sale and use are legal are eligible for reimbursement.
<b>Laser Eye Surgery</b>	Amounts paid for radial keratotomy or other eye surgery are eligible for reimbursement if the procedures are done primarily to promote the correct function of the eye.
<b>Lead-based paint removal</b>	<p>The cost paid by you or your Dependents of removing lead-based paints from surfaces in your home to prevent a child who has or had lead poisoning from eating the paint is eligible for reimbursement. These surfaces must be in poor repair (peeling or cracking) or within the child's reach. The cost of repainting the scraped area is <b><i>not</i></b> eligible for reimbursement.</p> <p>If, instead of removing the paint, the area is covered with wallboard or paneling, these items would be treated as capital expenses. See <b>Capital expenses</b>. The cost of painting the wallboard is <b><i>not</i></b> eligible for reimbursement.</p>
<b>Learning disability</b>	<p>Tuition fees paid by you or your Dependents to a special school for a child who has severe learning disabilities caused by a mental or physical handicap, including nervous system disorders, are eligible for reimbursement. A doctor must recommend that the child attend the school. See <b>Schools, special</b>.</p> <p>Tutoring fees paid by you or your Dependents on a doctor's recommendation for the child's tutoring by a teacher who is specially trained and qualified to work with children who have severe learning disabilities are also eligible for reimbursement.</p>
<b>Legal fees</b>	Legal fees paid by you or your Dependents to authorize treatment for mental illness are eligible for reimbursement. However, if part of the legal fee includes, for example, a guardianship or estate management fee, that part is <b><i>not</i></b> eligible for reimbursement.
<b>Lifetime care - advance payments</b>	<b><i>Not</i></b> eligible for reimbursement.
<b>Lodging</b>	The costs paid by you or your Dependents of meals and lodging at a hospital or similar institution if the main reason for being there is to receive medical care are eligible for reimbursement. See <b>Nursing home</b> .

The cost paid by you or your Dependents of lodging (not provided in a hospital or similar institution) while away from home is eligible for reimbursement if all of the following requirements are met.

- The lodging is primarily for and essential to medical care;
- Medical care is provided by a doctor in a licensed hospital or in a medical care facility related to, or the equivalent of, a licensed hospital;
- The lodging is not lavish or extravagant under the circumstances; and
- There is no significant element of personal pleasure, recreation, or vacation in the travel away from home.

The amount eligible for reimbursement cannot exceed \$50 for each night for each person. Lodging is included for a person for whom transportation expenses are a medical expense because that person is traveling with the person receiving the medical care. For example, if a parent is traveling with a sick child, up to \$100 per night is included as a medical expense for lodging (meals are not deductible).

The cost of meals and lodging while away from home for medical treatment that is not received at a medical facility, or for the relief of a specific condition, even if the trip is made on the advice of a doctor is ***not*** eligible for reimbursement.

**Maternity clothes**      ***Not*** eligible for reimbursement.

**Meals**                      See **Lodging**.

**Medical conferences**      Amounts paid for admission and transportation to a medical conference are eligible for reimbursement if the medical conference concerns the chronic illness of the participant, the participant's Spouse, or the participant's Dependent. The costs of the medical conference must be primarily for and necessary to the medical care of you or your Dependents. The majority of time at the conference must be spent attending sessions on medical information. The cost of meals and lodging while attending the conference is ***not*** reimbursable as a medical expense.

**Medical information plan**      Amounts paid by you or your Dependents to a plan that keeps medical information so that it can be retrieved from a computer data bank for medical care are eligible for reimbursement.

**Medicines**                      Amounts paid by a participant, Spouse or Dependent for medicines and drugs that require a prescription, or for insulin are eligible for reimbursement. A prescribed drug is one that requires a prescription by a doctor for its use by an individual.

Effective January 1, 2011, amounts paid by a participant, Spouse or Dependent for non-prescription medicines and drugs used to alleviate or treat personal injuries or sickness are no longer eligible for reimbursement. Examples of such non-prescription drugs include antacid, allergy medicines, pain relievers, and cold treatment medicines.

Amounts paid for controlled substances (such as marijuana, laetrile, etc.) in violation of federal law are **not** reimbursable. Also see **Laetrile**.

**Mentally retarded, special home for** The cost of keeping a mentally retarded Dependent in a special home, not the home of a relative, on the recommendation of a psychiatrist to help the person adjust from life in a mental hospital to community living is eligible for reimbursement.

**Nursing home** The cost of medical care paid by you or your Dependents, including meals and lodging, for him or herself in a nursing home or home for the aged, if the main reason for being there is to get medical care, is eligible for reimbursement.

The cost of meals and lodging if the reason for being in the home is personal or family is **not** eligible for reimbursement. Only the part of the cost that is for medical or nursing care is eligible for reimbursement.

**Nursing services** Wages and other amounts paid by you or your Dependents for nursing services are eligible for reimbursement. Services need not be performed by a nurse as long as the services are of a kind generally performed by a nurse. This includes services connected with caring for the patient's condition, such as giving medication or changing dressings, as well as the bathing and grooming of the patient.

Some or all of the amounts paid by you or your Dependents for an attendant's meals are eligible for reimbursement. To find the cost of the attendant's food, divide the food expense among the household members. If additional amounts had to be paid for household upkeep because of the attendant, the extra amounts are eligible for reimbursement. This includes extra rent paid by you or your Dependents because he or she moved to a larger apartment to provide space for the attendant, or the extra cost of utilities for the attendant. If the attendant also provides personal and household services, these amounts must be divided between the time spent in performing household and personal services and the time spent for nursing services. Only the amount spent for nursing services is eligible for reimbursement.

**Social security tax.** Social security tax paid by you or your Dependents for a nurse, attendant, or other person who provides medical care is eligible for reimbursement.

<b>Operations</b>	Amounts paid by you or your Dependents for legal operations are eligible for reimbursement.
<b>Optometrist</b>	See <b>Eyeglasses</b> .
<b>Oxygen</b>	Amounts paid for oxygen or oxygen equipment to relieve breathing problems caused by a medical condition are eligible for reimbursement.
<b>Personal use items</b>	The cost of an item ordinarily used for personal, living, and family purposes if it is used primarily to prevent or alleviate a physical or mental defect or illness is eligible for reimbursement. For example, a wig purchased upon the advice of a physician for the mental health of a patient who has lost all of his or her hair from disease can be included with medical expenses.
<b>Prosthesis</b>	See <b>Artificial limb</b> .
<b>Psychiatric care</b>	Amounts paid by you or your Dependents for psychiatric care are eligible for reimbursement. This includes the cost of supporting a mentally ill Dependent at a specially equipped medical center where the Dependent receives medical care. See <b>Psychoanalysis</b> and <b>Transportation</b> .
<b>Psychoanalysis</b>	Payments made by you or your Dependents for psychoanalysis are eligible for reimbursement. Payments for psychoanalysis which is required as a part of training to be a psychoanalyst are <b>not</b> eligible for reimbursement.
<b>Psychologist</b>	Amounts paid by you or your Dependents to a psychologist for medical care are eligible for reimbursement.
<b>Schools, special</b>	<p>Payments made by you or your Dependents to a special school for a mentally or physically handicapped person if the main reason for using the school is that it has resources for relieving the handicap are eligible for reimbursement. Expenses eligible for reimbursement include, for example, the cost of a school that:</p> <ul style="list-style-type: none"> <li>• Teaches Braille to a blind child,</li> <li>• Teaches lip reading to a deaf child, or</li> <li>• Gives remedial language training to correct a condition caused by a birth defect.</li> </ul> <p>The cost of meals, lodging, and ordinary education supplied by a special school can be included in medical expenses only if the main reason for the child's being there is the resources the school has for relieving the mental or physical handicap.</p>



The cost of sending a problem child to a special school for benefits the child may get from the course of study and the disciplinary methods are **not** eligible for reimbursement.

**Smoking program** Uncompensated amounts paid by taxpayers for participation in a smoking-cessation program and for prescribed drugs designed to alleviate nicotine withdrawal are expenses for medical care that are eligible for reimbursement. However, amounts paid for drugs (other than insulin) not requiring a prescription, such as nicotine gum and certain nicotine patches, are **not** eligible for reimbursement.

**Sterilization** The cost paid by you or your Dependents of a legal sterilization (a legally performed operation to make a person unable to have children) is eligible for reimbursement.

**Surgery** See **Operations**.

**Telephone** The cost and repair paid by you or your Dependents of special telephone equipment that lets a deaf person communicate over a regular telephone are eligible for reimbursement.

**Television** The cost paid by you or your Dependents of equipment that displays the audio part of television programs as subtitles for the deaf is eligible for reimbursement. This may be the cost of an adapter that attaches to a regular set. It also may be the excess cost of a specially equipped television over the cost of the same model regular television set.

**Therapy** Amounts paid by you or your Dependents for therapy received as medical treatment are eligible for reimbursement.

**“Patterning” exercises.** Payments made by you or your Dependents to an individual for giving “patterning” exercises to a mentally retarded child are eligible for reimbursement. These exercises consist mainly of coordinated physical manipulation of the child’s arms and legs to imitate crawling and other normal movements.

**Transplants** Payments made by you or your Dependents for surgical, hospital, laboratory, and transportation expenses for a donor or a possible donor of a kidney or other organ are eligible for reimbursement.

**Transportation** Amounts paid by you or your Dependents for transportation primarily for and essential to medical care are eligible for reimbursement. Expenses eligible for reimbursement include:

- Bus, taxi, train, or plane fare, or ambulance service,

- Actual car expenses, such as gas and oil,
- Expenses for general repair, maintenance, depreciation, and insurance are **not** eligible for reimbursement,
- In lieu of actual gas and oil charges, you may claim 20¢ per mile for transportation expenses in 2007; 19¢ per mile beginning in 2008 and thereafter according to IRS announcements,
- Parking fees and tolls,
- Parent's transportation expenses if a parent must go with a child who needs medical care,
- Transportation expenses of a nurse or other person who can give injections, medications, or other treatment required by a patient who is traveling to get medical care and is unable to travel alone, or
- Transportation expenses for regular visits to see a mentally ill Dependent, if these visits are recommended as a part of treatment.

The following expenses are **not** eligible for reimbursement:

- The transportation expenses to and from work of you or your Dependents, even if the condition requires an unusual means of transportation, or
- The transportation expenses of you or your Dependents if, for nonmedical reasons only, he or she chooses to travel to another city, such as a resort area, for an operation or other medical care prescribed by a doctor.

<b>Trips</b>	The cost paid by you or your Dependents of a trip or vacation taken for a change in environment, improvement of morale, or general improvement of health, even if the trip is made on the advice of a doctor, is <b>not</b> eligible for reimbursement.
<b>Tuition fees</b>	Charges paid by you or your Dependents for medical care that are included in the tuition fee of a college or private school if the charges are separately stated in the bill, or given to him or her by the school, are eligible for reimbursement. See <b>Learning disability</b> and <b>Schools, special</b> .
<b>Vacation</b>	See <b>Trips</b> .
<b>Vasectomy</b>	Amounts paid by you or your Dependents for a vasectomy are eligible for reimbursement. See also <b>Sterilization</b> .
<b>Weight loss</b>	The cost paid by you or your Dependents for a weight loss program undertaken at a physician's direction to treat an existing disease (such as heart disease) is eligible for reimbursement. However, a weight loss

program to maintain general health is ***not*** eligible for reimbursement (even if a doctor advises the program).

**Wheelchair**

Amounts paid by you or your Dependents for an autoette or a manual or motorized wheelchair used mainly for the relief of sickness or disability, and not just to provide transportation to and from work, are eligible for reimbursement. The cost of operating and keeping up the autoette or wheelchair is also eligible for reimbursement.

**X-ray fees**

Amounts paid by you or your Dependents for X-rays that received for medical reasons are eligible for reimbursement.