



HUCTW Copayment Reimbursement Caps Deadline: March 31, 2020

Harvard and HUCTW have negotiated a reimbursement program that helps HUCTW members with their annual medical copayment costs if they reach above certain amounts. Since its inception the program has assisted with the costs of doctors' visits and prescriptions, but in January 2017, Harvard and HUCTW agreed that the program would also start assisting with copayment costs for hospital and ER visits, as well as high tech imaging. All copayments that exceed the thresholds below will be eligible for reimbursement; there are no limits or maximums on reimbursements

You can submit for reimbursement anytime during the calendar year (CY) for which you are submitting expenses, but the final deadline for reimbursement is March 31st of the following year (for example for CY2019 expenses, you could have applied for reimbursement anytime during the 2019 calendar year, but the final reimbursement submission deadline for 2019 expenses is **March 31, 2020**).

Copay caps for employees with FTE salaries of less than \$75,000:	
Copay Type	Copayment Threshold
Office Visits	\$225 Individual / \$550 Family
Hospital/Imaging Copayments*	\$300 Individual / \$450 Family
Prescriptions	\$500 Individual / \$1,000 Family
<i>*Hospital Copay cap applies to ER, Inpatient Hospital, Outpatient Hospital, and High Tech Imaging copayments.</i>	

Copay caps for employees with FTE salaries of \$75,000 and above:	
Copayment Type	Copayment Threshold
Office Visits	\$450 Individual / \$1,100 Family
Hospital/Imaging Copayments*	\$600 Individual / \$900 Family
Prescriptions	\$1,000 Individual / \$2,000 Family
<i>*Hospital/Imaging copay cap applies to ER, Inpatient Hospital, Outpatient Hospital, and High Tech Imaging copayments.</i>	