

## Our Union, Our Funds

Being a NYSNA nurse not only gives you a voice at work, it gives you access to great benefits, like continuing education classes, tuition reimbursement, a pension and retirement planning resources, excellent health/vision/dental insurance, Union Assistance Program wellness programs and discounts, and the Child Care and Elder Care Fund!

Learn what members like you are saying about the Child Care and Elder Care Fund.

*"I have three children that are currently benefiting from the NYSNA Child Care and Elder Care Fund. The Fund has been of tremendous help to my family. Having extra financial help to take care of our children means having less worries while at work. When the union takes care of our children and elderly, they are invariably taking care of us. Thanks to NYSNA Child Care and Elder Care Fund.*



*Members that need financial assistance for child care, NYSNA is here for you."*

—Edith Ihejirika, RN,  
Jacobi Medical Center

New York State  
**NURSES**  
ASSOCIATION

# OUR UNION OUR FUNDS



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## NYSNA CHILD CARE & ELDER CARE FUND

New York State  
**NURSES**  
ASSOCIATION

**As a NYSNA member at NYC Health+Hospitals/Mayorals, you may be eligible to receive reimbursement for your child care and elder care expenses!**

As part of NYSNA's Collective Bargaining Agreement, a Child Care and Elder Care Fund has been established, administered by a Board of Trustees and Funded by New York City Health + Hospitals and the City of New York.

### **Eligibility**

Full-time employees in active pay status (either actively employed or on a paid leave of absence) are eligible for this benefit. Hourly employees and part-time employees (working between 22.5 and 37.5 hours per week; as defined in the applicable collective bargaining agreement) are eligible for a reduced benefit amount. Per diem employees are not eligible for this benefit.

### **Benefits**

**Covered expenses are for formal license or license exempt providers and informal providers.**

#### **Covered Child Care expenses include:**

- Newborn care in or out of the home
- Pre-K
- School-age child care (12 years old and younger)
- Care for a disabled child of any age
- Before and after school and summer camp for children 15 or younger
- GED/AP Prep, tutoring and activities

#### **Covered Elder Care expenses include:**

- Care for an elder parent in or out of the home
- Transportation to/from health care appointments or senior programs



**// I used NYSNA's Tuition and Continuing Education Fund to reimburse some of the costs of my education. In the spring of 2020 when we went into lockdown, I started looking into the Child Care and Elder Care Fund because I have two children who couldn't go into school. I needed to figure out something for the days I couldn't be home with them.**

**You don't always think about how much you spend on childcare until you really look at it over time. Thank God we have this fund that takes part of the burden off of me. It helps pay for a sitter who comes when I'm at work, and my children are doing really well."**

**—Opeyemi Fatukasi, RN, H+H/Lincoln**

### **Benefits**, Continued

Please note, all covered expenses (excluding elder transportation) are for formal, licensed or license-exempt providers. For child care, this includes, but is not limited to, day care, pre-schools, summer camps and after-school programs. For elder care, this includes, but is not limited to, day programs, senior centers, community centers, home care aides, and visiting nurse service.

#### **Benefit Reimbursement Amount**

Each fiscal year (July 1 through June 30), the Trustees of the Fund determine the total maximum benefit amount. The total maximum benefit amount applies to your combined Covered Expenses for Child Care and Elder Care benefits. Any benefit not used during one fiscal year cannot be carried over to another fiscal year.

In fiscal year 2020, the maximum annual amount for a **full-time employee** is **\$5,000**. For **part-time and hourly employees** who work between 22.5 and 37.5 hours per week, the amount is **\$2,500**.

#### **More Information**

For full details on the NYSNA Child Care and Elder Care Fund, please visit **[www.nysna.org/benefits](http://www.nysna.org/benefits)**, or call Administrative Services Only at **1-888-692-7671**.