

Transgender Benefits Are Part of Your Supplemental Coverage:

Transgender benefits provide those who need it access to medical services such as psychotherapy, hormone treatment and surgery to develop the physical characteristics of their desired gender. Transgender benefit coverage includes culturally appropriate, knowledgeable primary care and prescription drug care, and access to gender-specific care, transition-related care and mental health outpatient care.

- Supplemental Outpatient Mental Health Benefit: Reimburses up to \$5,000.
- Supplemental Major Medical Benefit: Reimburses up to \$1,000.
- Supplemental Prescription Drug Benefit: Reimburses up to \$750.

Supplemental Prescription Drug Benefit - \$750

- This supplemental prescription drug coverage should be used with your employer's primary prescription drug plan.
- The Plan highly recommends that you enroll in the employer's prescription drug plan for yourself and (if applicable) your family. Whenever possible, use your primary prescription drug plan coverage before using this benefit.
- Prescription drug Debit Cards will be issued at \$750 per eligible family member. Members can obtain discounts for prescription drugs at any Express Scripts provider nationwide.

NYC H+H Child Care Reimbursement Benefit

The child care benefit assists you in paying a portion of your child care expenses. Every plan year, you are eligible to receive up to \$3,500 per household while you are at work. The plan follows IRS Publication 503 guidelines to keep the benefit tax-free. Every bit counts when it comes to day care, so don't forget to apply for this great reimbursement benefit!

NYC H+H Childcare Reimbursement Benefit - For Children under age 13 \$3,500 Reimbursement

- We recognize the financial impact of starting a family while going through residency.
- If you are paying for a caregiver to take care of a child while you and your spouse are at work, you can submit proof and receive up to \$3,500 each calendar year (January - December).

Employee Assistance Program (EAP) with WorkLifeMatters

When life's challenges get to be more than you anticipated, there's WorkLifeMatters. It's a confidential member assistance program provided through Guardian and Integrated Behavioral Health (IBH). Counselors are available 24/7 and are just a phone call away. WorkLifeMatters offers help for anxiety and depression, relationship issues, and drug and alcohol abuse.

Supplemental Outpatient Mental Health Reimbursement: up to \$5,000

You can get reimbursed up to \$160 per outpatient mental health visit (office or **online) with an eligible certified and licensed provider. Your eligible provider must complete your claim form(s) with the exact date(s), diagnosis and procedure codes for which services were rendered.

**Online therapy is the delivery of mental health counseling via the Internet. People also know it as e-therapy, distance therapy, Internet therapy and web therapy.

Supplemental Obstetrical Reimbursement Benefit: up to \$1,000 per delivery up to plan year (July – June)

If you take Lactation Classes, you can get reimbursed for up to \$1,000. Or after your baby is born and you add your baby to your plan, receive up to \$1,000 reimbursement for breast pumps and accessories.

QI/Patient Safety Educational Benefits

HSBP is committed to offering residents additional education and training to help you deliver safe, efficient and effective care to your patients.

QI/Patient Safety Conference:

- The Plan will fund a series of QI/Patient Safety Learning Events to disseminate QI/Patient Safety resource information. Once approved, you will be invited to attend these events.
- There will be no registration fee for eligible covered employees to attend these events or to access QI/Patient Safety resource information.

QI/Training Scholarships: (Refer to page 43 in current SPD)

- HSBP will be providing scholarships for eligible covered residents to attend one approved QI/Patient Safety Education and Training program available in the U.S. Participants will be eligible to receive a scholarship of up to \$3,000 per residency year to cover expenses related to registration, travel and tuition.
- Covered employees accessing this benefit are responsible for receiving time off (vacation or education leave time) to attend or participate in these educational opportunities.

Added to list of recommended programs:

- In-hospital Programming
- On-line curriculum & QI Gateway Conference

**Page 42 of SPD: QI/Patient Safety Educational Benefits for LA Residents:
DELETED**

Substance Abuse Counseling and Treatment Benefit

Page 49: The Outpatient Psychiatric Benefit has been renamed Mental Health Benefit. The additional \$1,500 is the same as the mental health coverage mentioned on page 40.