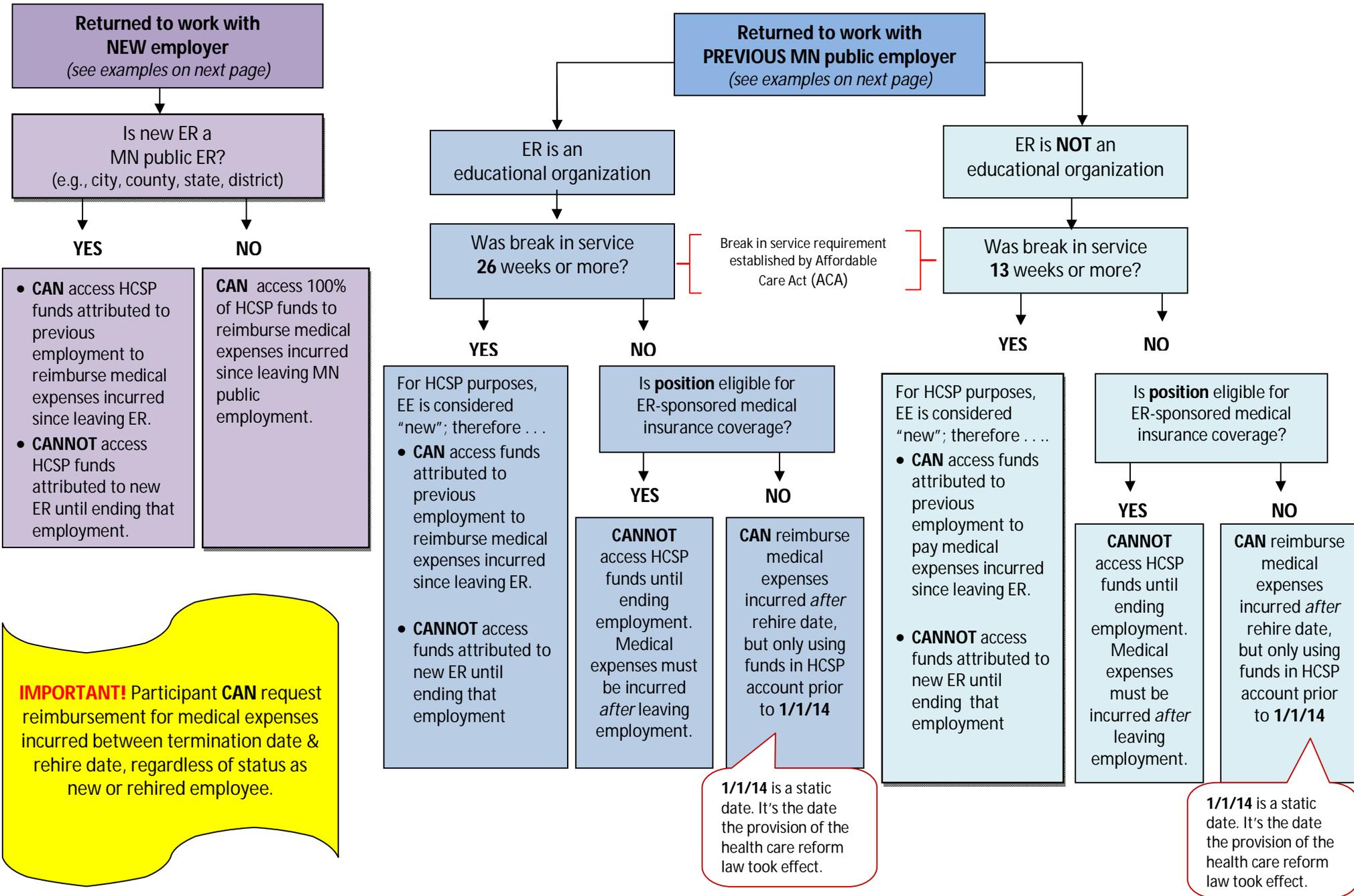


Returning to Work: HCSP Reimbursement Eligibility

Use this decision tree determine if an employee is eligible to access their HCSP funds when they return to work.



IMPORTANT! Participant **CAN** request reimbursement for medical expenses incurred between termination date & rehire date, regardless of status as new or rehired employee.

“NEW” Employer - Examples

- Rehired by previous Minnesota public ER; break in service is at least **13 weeks** (if ER is NOT an educational organization) or **26 weeks** (if ER is an educational organization).
- Minnesota public ER, but employee has never worked for this ER (example: change from city to county government).
- Minnesota public ER, but employee returned to work as a contractor.
- Employer is not a Minnesota public ER, for example:
 - Private industry
 - Federal government
 - Public ER in another state.

“PREVIOUS” Employer - Examples

- Rehired by previous Minnesota public ER; break in service is **less than 13 weeks** (if ER is NOT an educational organization) or **less than 26 weeks** (if ER is an education organization)
- Return to work under a State of Minnesota’s PRO Agreement or PERA's Phased Retirement Option.
- Rehired by EE’s former school district as substitute teacher.
- State of Minnesota EE who returns to work with another state agency (example: changing from DOT to DEED).
- MNSCU EE who returns to work, at same or different campus (example: changing from Mankato to St Cloud).
- Same public ER but return to work in different job resulting in change in bargaining unit affiliation or retirement plan coverage (e.g., change from TRA to PERA).

IMPORTANT! Number of hours or days worked has no impact on the status as a previous employer.