

# American Airlines Retirement Health Reimbursement Arrangement for Pilots<sup>1</sup>

Frequently Asked Questions – Retired on or after Jan. 1, 2024

## What is a retiree health reimbursement arrangement (RHRA)?

An RHRA is a notional account that APA team members and their spouses can use for eligible health care expenses in retirement. These funds can be used for medical, dental, vision, prescription and over-the-counter drugs, post-tax health care premiums and more.

## How much will go into my RHRA?

The amount of credit to an RHRA for any pilot so entitled will be the value of the eligible pilot's accumulated unused sick leave hours at the time of retirement multiplied by 66% of the pilot's hourly rate at time of retirement, not to exceed the maximum credit of \$200,000. You will receive an email from your base once your election is processed. You can expect to see the account funded within 3-4 weeks from that email.

## How do I access my account?

You can access your RHRA by visiting Fidelity NetBenefits at [netbenefits.com/aa](https://netbenefits.com/aa).

You can also access your account using the free [Fidelity Health® app](#), available for download to your mobile device from the [Apple App Store](#) or [Google Play](#).

## What expenses are eligible for a RHRA?

Most medical, dental, vision, and prescription and over-the-counter drug expenses and health care insurance premiums are eligible for reimbursement. This means you can submit medical insurance premiums, in Medicare Part B and Part D, as well as COBRA premiums for reimbursement. A complete list of eligible expenses can be found on NetBenefits: Click on the Flexible Spending and Reimbursement Accounts option, under Manage Your Account, then select View Qualified Medical Expenses

## What expenses are not eligible for reimbursement from a RHRA?

Excluded expenses include but are not limited to life insurance, short- and long-term disability, and long-term care insurance premiums. You also cannot be reimbursed for certain health care items and services, such as cosmetic procedures, personal use toiletries, cosmetics and vitamins. A complete list of eligible expenses can be found on the [IRS website](#).

## How can I access my funds?

- **Debit card** – you will be issued a Fidelity debit card (NetBenefits AccessCard®), which can be swiped at participating retailers or health care providers to pay for eligible expenses for yourself or your eligible dependents. *If you already have a Fidelity debit card at the time of your retirement, you can use the same card to access your RHRA funds.*

- **Note:** *You may not pay for after-tax medical premiums with your Fidelity debit card. Rather, you can receive reimbursement for medical premiums by submitting a claim for reimbursement.*
- **Pay an expense** – Visit [Fidelity NetBenefits](#) to pay an expense online. The Flexible Spending and Reimbursement Accounts page provides you with quick and easy access; — select Pay for Expense to pay an eligible bill. You can also pay providers directly through the [Fidelity Health app](#).
- **Reimburse yourself** – Visit Fidelity NetBenefits to submit a manual claim for reimbursement with a reimbursement request form. To access that form, scroll to bottom of the Flexible spending and reimbursement accounts page to the “Forms and information” icon to download. Once the claim has been approved, funds will be issued directly to you via check (within 2 weeks) or direct deposit depending on your linked accounts and preferences. You can also submit claims through the [Fidelity Health app](#).

### **What kind of documentation will I need to submit for my claimed expenses?**

For medical, dental, vision and prescription drug expenses, your documentation must include:

- Name of person who incurred the service or expense.
- Name and address of the provider or merchant.
- Date of service or expense incurred.
- Detailed description of the service.
- Amount charged for the service or expense.

Examples of acceptable documentation are:

- EOB (explanation of benefits).
- Detailed, itemized receipts.
- Detailed invoices.

Examples of unacceptable documentation are:

- Provider statement that only indicates the amount paid, balance forward or previous balance.
- Credit card receipt.
- Vague medical provider’s note.
- Bills for prepaid medical expenses for services that have not yet occurred.

For health care premiums, you can submit one of the following documents:

- Bank statement showing withdrawal for premium.
- Receipt of payment showing premium paid.
- Credit card statement showing charge for premium.
- Statement from insurance company showing premium paid.
- Social Security statement showing premiums paid for Medicare.

Review the [NetBenefits Reimbursement Accounts Services Guide](#) for more information on how to submit claims and what kind of documentation is needed.

### **How will I be reimbursed?**

- If you need to request reimbursement for an expense, like a medical premium, you can elect to be reimbursed by check or direct deposit.
- If you had Fidelity health spending or reimbursement account while you were an active team member and had an existing bank account on file for direct deposit, you will not need to re-enter that account information.
- If you have not had a spending or reimbursement account with Fidelity in the past, you will be defaulted to check reimbursement for any claims submitted.

To change to direct deposit, Log on to Fidelity NetBenefits, and select the *Flexible spending and reimbursement accounts* tile, and then **select Link a bank account**.

### **Will the other spending accounts I had as an active team member be combined with this account?**

If you were enrolled in the Plus Plan and earned credits for an HRA and RHRA while an active team member, those credits will be combined with your pilot RHRA, provided you are 65-point-plan eligible at the time of your retirement. However, if you had a health care flexible spending account, limited purpose spending account or dependent care flexible spending account, these will not be combined with your pilot RHRA or be available after retirement. If you had a health savings account, this account is yours to keep but will not be combined with your RHRA.

### **What happens if I don't use all of the RHRA money by the end of the year?**

Your RHRA is available to use until your funds are depleted. If you have money left over at the end of the year, it will carry over to the following year.

### **Is there anything else I need to know?**

- As an eligible recipient of this RHRA, you should be aware that retirees with a post-employment RHRA with a positive balance may not be eligible for the federal subsidies available through the health insurance marketplace (exchange). If you have any questions regarding your qualification for marketplace (exchange) coverage, check with your personal financial or tax adviser.
- You have 365 days to request reimbursement after incurring an eligible expense.

### **Whom can I contact with additional questions?**

Please call the American Airlines Service Center at Fidelity at **800-354-3412**, 7:30 a.m. to 7 p.m. CT, Monday through Friday, excluding holidays.

