



## NY/NE Regional & Local Work & Family Committee Summer Camp Program 2025

### One Step Summer Enrollment

June 15 - August 30, 2025

### Eligible Employees

- CWA NY/NE
- IBEW 2213
- NY Management

### Want an Application?

Go to: [www.regionalwfrc.com](http://www.regionalwfrc.com)

- Click on 2025 Summer Camp Application
- Complete Application & Reimbursement forms
- Attach supporting documents
- Mail completed application & all required documents to:
- Verizon Inc. c/o Beverly Steele - 120 Hicksville Road, Suite 200-A, Massapequa, NY 11758
- Applications must be **postmarked no later than Friday, August 22, 2025** - No exceptions!
- **Payout 11/26/25**



### What is the Summer Camp Program?

The 2025 Summer Camp includes summer day programs as well as overnight camp programs and is made available through the Local and NY/NE Regional Work & Family Committees.

**The fund will reimburse maximum of \$1,500 per family for summer camp expenses.**

Employees who participate in the Dependent Care Reimbursement Fund (DCRF) during the school year can either continue to receive childcare reimbursements for their regular Dependent Care Expenses or if they wish they may enroll their child in a summer camp program.

**Employees are prohibited from participating in both programs concurrently.**

Verizon Corp and CWA NYNE/IBEW Local 2213 reserve all rights to alter or modify all eligibility requirements for this "program" or any other "Work and Family reimbursement programs", including but not limited to the amount(s) paid for the reimbursement, eligibility of applicants, proof of payment and all other provisions of this "program" or any other "Work and Family reimbursement programs", including the decision to discontinue this "program" or any other "Work and Family reimbursement program" at any time.

### What you need to know:

- No annual income cap.
- Eligible age group 3 years but not yet 16 years of age.
- Dependents over the age of 16 with special needs or those who have been physically or medically diagnosed unable to care for themselves; who will be attending Summer Camp Programs in 2025 are eligible for enrollment.
- **Reimbursement up \$1,500 total per family.**
- If married, employee and spouse must be employed at the time the children are enrolled in camp.
- All payments must be made by a Verizon employee.

### 2025 Tax Requirements and Implications:

- Dependents must be listed on employee's 2024 IRS 1040 Form in order to be eligible for enrollment.
- W-2 for employee and spouse (if married)
- Self-employed spouse must submit proof of employment: (i.e. IRS Tax Form Schedule C.)
- Submit page one & two of only 2024 IRS 1040 Form - Be sure to remove all social security number(s). Do not remove income figures
- Employees who are married, but filing separately, must submit their spouse's 2024 IRS 1040 Form.
- Employee's dependent children 3 years of age but not yet 13, will not be taxed.
- Employee's dependent children 13 years of age but not yet 16, will be taxed.

- Sleep away Camp is taxable regardless of age.
- Employees must be in need of dependent care in order to work. Under federal law, employees and their spouse must be working during the hours their dependents are in care in order to make this a "tax-free" benefit. See IRS publication 503 for detailed information.
- Check with your tax preparer for your tax obligations.

### How do I know if my paperwork was received?

- Due to the high volume of mail the only way confirm your mail was received is to send it Certified mail which provides the sender proof that the shipment was mailed and when it's delivered.

### When will employees be reimbursed?

- Reimbursement of expenses are paid after the employee has incurred and paid their dependents summer camp expense.
- Reimbursement will show in associates and management paychecks November 26, 2025.

**If your reimbursement is denied, you must appeal denial in writing within 45 days of notification of denial.**

### **Please:**

- **keep a copy of all information submitted until payout is complete**
- **write "summer camp" on the envelope**