

Recovery Friendly Workplace Tax Credit (RFWTC) / RFA



1. Can individuals apply for a tax credit on their own individual taxes? Or is this for a corporate tax benefit, that the facility applies for?

This is a tax credit for businesses that pay corporate taxes. It would not be applicable for an individual's personal tax return or for businesses that do not pay corporate taxes.

2. When do employees need to be hired and how many hours do they need to work for their employer to be eligible for the tax cut?

To be an eligible employee you would need to be in or completed an OASAS treatment program, hired by an eligible employer in the current tax year, and/or the year immediately prior to that, if hours are aggregated over two years and work 500 -2,000 hours.

3. If my employee relapses will I lose the tax credit?

No, a return to use by the eligible employee has no effect on the tax credit. Employers are expected to work with employees with SUD, as they would with any other employee with a chronic illness. However, employees would still need to meet the minimum hours of employment to be eligible.

4. Must employees sign off when receiving the training requirements listed on the RFA on page 3?

Employers should keep records of when the training was provided and to whom. A sign-in sheet for these sessions that includes that date and printed names of employees would be enough. It should be available should OASAS need to audit an employer.

5. What if the tax credit exceeds my employer tax for the taxable year?

If tax credit exceeds employer's tax for the taxable year, your tax credit will be treated as an overpayment and credited or refunded to you.

6. What does it mean in the RFA when it says, "Assist individuals in recovery with the hiring process?"

One example could be a new employee has never completed a W2 to assist them with the completion of forms.

7. If someone were to claim 500 hours in one tax year for an employee, can they claim the additional 1500 in the next tax year for the same employee?

No, the credit can only be claimed once per employee. However, if the employer expects the employee to reach an additional 1500 hours in the next year, they can wait to claim the credit in that year, counting the 500 hours from the previous year.

The OASAS Bureau of Workforce Development and Talent Management can assist employers with any aspect of the application process, please contact us with any questions or inquiries.

***For more information/additional questions email**

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