

*Due to the impact of the COVID-19 Pandemic, the following changes and updates to medical and dependent flexible spending accounts (FSA) are available, effective retroactive to March 1, 2020.*

## Flexible Spending Account Enrollments and Election Changes

### *Medical FSA*

**Employees may revoke an election, make a new election, or decrease or increase an existing election** applicable to a medical FSA on a prospective basis.

The carryover limit has increased from \$500 to \$550 of unused amounts remaining as of the end of a plan year in a health FSA. That amount may be carried over to pay or reimburse a participant for medical care expenses incurred during the following plan year.

### *Dependent FSA*

An employee is allowed to make a change to a dependent account based on no longer needing the daycare, a daycare closing or a parent working from home.

## Flexible Spending Account Extension

Reimbursement Account deadlines to file reimbursement claims will be extended to 60 days after the COVID-19 National Emergency has been lifted. The changes apply to any plan that had a final filing date on or after 3/1/2020.

The extensions are retroactive to March 1, 2020 and ends 60 days after the COVID-19 National Emergency has been lifted. The federal government will decide when the National Emergency has ended.

LBS will extend the appeals period for claims with appeals deadlines as of 3/1/2020.

These changes include any active or terminated participant enrollment.

If any claims were previously denied for timely filing, but now fall into the extended runout, the claims need to be refiled, or the member can contact our customer service team to request their claim be reprocessed.

**Please contact the Office of Human Resources if you have questions, would like to change or cancel a current enrollment, or enroll now.**