

Important Information Regarding Healthcare and Dependent Care Flexible Spending Accounts (FSA)

Many employees have experienced changes in healthcare and childcare costs related to COVID-19. To assist with the response to the COVID-19 pandemic, the IRS has provided for increased flexibility with respect to mid-year election changes during calendar year 2020 related to employer-sponsored healthcare FSAs and dependent care FSAs.

Effective July 1, 2020 through December 31, 2020, employees can change an existing election, make a new election, or decrease or increase an existing election related to a medical expense reimbursement and/or a dependent care flexible spending account on a prospective basis. These changes are permitted without a qualified life event or supporting documentation.

Due to tax rules, you cannot receive a refund of the money that has already been deducted. If you are interested in enrolling in or making changes to an FSA account, [here are additional instructions](#).

If you have any questions, please contact the Benefits Department via [email](#) or call extension 3328.