

Changes to HSAs/FSAs Due to the CARES Act (current as of 04/16/2020)

HealthEquity has announced some important updates to HSAs and FSAs as a result of the recent passing of the CARES Act:

HSAs

- **Tax deadline and HSA contributions:** IRS tax filings have been extended to July 15, 2020. This also includes the ability for 2019 contributions to be made to health savings accounts (HSAs) until July 15. Members can contribute to their 2019 HSA anytime before July 15 through the secure member portal. Please note the maximum annual contributions for 2019 have not changed (\$3,500 for individuals and \$7,000 for families – including any employer contribution).
- **Telemedicine:** The Coronavirus Aid, Relief, and Economic Security Act (CARES Act) provides for reimbursement for services for "telemedicine and other remote care services" below the deductible and will be permitted in an HSA-qualified health plan (HDHP). This provision is effective March 27, 2020, through December 31, 2021.

The CARES Act extended the list of HSA- and flexible spending account (FSA)-qualified expenses to include menstrual care products and over-the-counter (OTC) drugs without a doctor's prescription.

- **Claims reimbursement:** Members can submit claims for menstrual care products and OTC drugs without a doctor's prescription. The date of purchase must be *after* December 31, 2019.
- **Card purchases:** Health care debit card use for OTC drugs without a prescription and menstrual products is dependent on the updated eligible product list managed by the Special Interest Group for IIAS Standards (SIGIS), then merchants updating their systems. In the interim, members will need to submit manual claims with the proper documentation.
- **Member communication:** HealthEquity has published a microsite for members with claims process information and resources: <https://healthequity.com/cares/>

Changes to FSA Deferral Amounts:

- **FSAs – (Medical):** Unfortunately, members can't make election changes absent a qualifying life event; as such, having more or fewer medical expenses does not qualify. The carryover limit *remains at \$500 for unused FSA funds*. If there is a qualifying event, please contact Human Resources to make approved changes.
- **DCFSAs – (Dependent Care):** Members can update their election if there's a change in the childcare provider or cost of coverage, as long as the update is consistent with the change. For example, if a daycare provider stopped services due to COVID-19, the election can be reduced or eliminated.

If you would like to make a change to your HSA deferral amount, please log into: <https://www.aflacatwork.com/Enroll/Lib/LoginAflac.aspx?Path=columbiamemorial>. Any other questions – please contact Human Resources by calling 503-338-4073 or email HRDept@columbiamemorial.org.