FSA, HRA, HSA ACCOUNTS

What options do employees have for their UnitedHealthcare FSA? New 4/3

Based on current regulations and subject to any restrictions or limitations that may exist specific to individual plan documents and design, employees may have existing options to modify their pre-tax elections for a Dependent Care FSA (DCFSA) to support their needs at this time. Examples include:

- Suspend election: If the daycare has closed and is not billing for services, the employee may consider suspending their FSA election. They may choose to re-elect the DCFSA once daycare services resume.
- Modify election:
  - An employee may increase or decrease their election if the daycare provider has adjusted their fee schedule during this time.
  - If a child is switched from a paid provider to "free care" (i.e. neighbor or relative) or no care, an election change should be permissible whenever there is a change in provider.
- Add election: Should family needs require that a new care provider is added whose services have a cost, the employee may add an election. For example, if an employee needs to hire a babysitter to care for children while they are working in their home. This will qualify so long as the babysitter is over the age of 19 and is not the spouse, the parent of the child, or anyone claimed as a dependent on the employee's tax returns.

Customers should consult with their own legal counsel and review their plan language.

Can UnitedHealthcare extend timely filing deadlines for FSA? New 4/1

A customer may change that today. All plan documents would need to be updated.

Will Grace Period (to pay claims incurred this year for an extra 2.5 months from prior year balances) get extended due the current situation (perhaps due to quarantine or hospitalizations) to allow more time to submit claims? New 4/1

No changes to current regulations received yet.

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Some of our products and networks have different features and as a result different guidelines and protocols are applicable to them. Please contact your UnitedHealthcare account representative for additional details.

Last updated 4/7/2020
Will the IRS allow any unused DCFSA balances to carryover so members do not lose them? New 4/1

No changes to current regulations received yet.

Where can people get information on their UnitedHealthcare FSA or other account based plans – FSA, HRA, and HSA? New 4/1

People may visit myuhc.com or optumbank.com for the latest developments and up-to-date information on regulation changes related to health care spending and savings accounts.

We are prepared to partner with you as changes occur to ensure you have necessary information and know what steps to take.

Can members who have to stay home with children stop contributions to a Dependent Child (DC) FSA? New 4/1

The current IRS regulations allow a participant to discontinue contributions to their DCAPs when they are not actively at work or on an approved leave of absence. The employee may be considered not eligible to participate since the daycare is not needed for the employee to maintain gainful employment. This may also be viewed as a change in status allowing the employee to request a change in their current election.

Therefore the employee may be permitted to discontinue their election to contribute or change their election to stop contributing. Once the employee need daycare services, they could re-enroll in the DCAP and begin contributing again. The customer’s plan language should address this.

Customers should consult with their own legal counsel and review their plan language.

If an employee is furloughed but not terminated can a customer continue to keep them on ‘active’ FSA coverage to spend down balances? New 4/1

If the employee is not terminated they may be treated as an active employee depending on the eligibility language in the plan. It is up to the employer how they want to handle. The employer may need to amend their plan language.

Did the CARES Act change the requirement for prescriptions for over-the-counter (OTC) medications? New 4/1

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Last updated 4/7/2020
Yes. The CARES ACT (COVID Stimulus Bill) that was recently passed by Congress permanently reinstates coverage of over-the-counter (OTC) drugs and medicines as eligible for reimbursement from FSAs, HRAs, HSAs, and Archer MSAs without need for a prescription.

It further expands the definition of qualified OTC items to include menstrual care products.

This change is effective for expenses incurred on or after January 1, 2020. Healthcare Spending Card to allow OTC without a prescription is targeted for April 15, 2020.

Since the tax deadline was moved to July 15, 2020, can individuals continue to contribute to 2019 HSA? New 4/1

Yes, since the federal income tax filing deadline has been extended from April 15, 2020 to July 15, 2020 (IRS Notice IR-2020-58), individuals may continue to make 2019 health savings account (HSA) contributions to July 15, 2020.

Can High-deductible health plans (HDHPs) with an HSA provide pre-deductible coverage for telehealth or Virtual Visits? New 4/1

According to High Deductible Health Plans and Expenses Related to COVID-19 Guidance, High-deductible health plans (HDHPs) with an HSA may provide pre-deductible coverage for telehealth and other remote care services. This provision will last until December 31, 2021. The plan year must begin prior to this date.

Can a member close or make an adjustment to their Commuter Expense Reimbursement Adjustment Account (CERA)? New 4/1

Yes. Individuals may adjust or discontinue their payment to the account. Go to myuhc.com and under Plan Balance select Manage CERA. Funds in the account may be used for future commuter expenses within plan guidelines.