



EMERGENCY RESPONSE BENEFITS

UNIVERSAL BENEFIT ACCOUNT®

Work Clothes Account

What is the Employee Benefit?

A Work Clothes Account reimburses employees for clothing and equipment including uniforms and safety items such as protective goggles, face masks, gloves, and/or shoes required to perform their jobs.

Things to Know:

Plan Design	Employers set the guidelines in the plan design including contribution amounts, funds availability, and eligibility and enrollment requirements.
Eligible Expenses	<ul style="list-style-type: none"> • Work-related clothing or equipment required to be worn as part of their profession. • Uniforms, protective/safety gear, shoes, boots, safety goggles, gloves, etc. – items that are worn by the employee.
Limits	Employers set plan year limits such as a maximum amount that can be reimbursed to an employee for the year.
Eligibility Requirements	<ul style="list-style-type: none"> • Any employee is eligible to utilize this benefit account. • Employer may choose to designate eligibility by an employee class, such as part-time or full-time status.
Funding	Employer funded
Enrollment	<ul style="list-style-type: none"> • Enroll all eligible employees in the plan at the beginning of the plan year. • Mid-year enrollments may be allowed, based on plan design set by client.
Disbursements	<ul style="list-style-type: none"> • Once an expense is verified as being eligible, a reimbursement is made to the employee. • Reimbursement payments are used for eligible work clothing expenses. • Accountable plans only reimburse employees for business-related expenses as specified in the plan design.
Tax Benefit	<ul style="list-style-type: none"> • Reimbursements from an accountable plan are not taxable for employees. • Employers can write-off their contribution as a business expense and reduce their tax liabilities. • To assure reimbursements are not taxable, IRS Accountable Plan rules should be consulted and applied.

Get started today!

We are ready to help you offer this helpful benefit. Just contact us today via one of the methods below.

Want to have TASC handle this benefit for you?

Fill out this form and we'll contact you:

[Get Started.](#)

Contact us to do all or part of this work effort for you:

1-888-595-2261