



## Plan Configuration and Permitted Election Changes

The summer passage of Families First and CARES acts brought many changes. Certain plan changes create an opportunity for election changes to better meet the health, wealth and well-being needs of plan participants. These changes are *optional* and do required a Plan Amendment/Summary of Material Modification (SMM) should you want to extend these changes. A plan can be amended to implement all, none, or just a few of these rules.

### Why should you consider making a change?

Notice 2020-29 provided five (5) instances where an amended Section 125 plan may allow mid-year election changes that would not ordinarily be permitted. Under this ruling, these circumstances apply:

- An employee has increased COVID-related medical needs and needs to increase their election.
- An employee has decreased medical needs and needs to put off non-elective care to a later time.
- An employee who was FSA-eligible but waived coverage at the beginning of the year may be faced with unforeseen COVID-19-related expenses.
- An employee's transit expenses have increased or decreased.
- An employee's dependent care expenses have decreased or increased, or the day care fees are due and payable even if the child is kept at home.

### Things to Know:

- **Ensure your plan allows reimbursement of FDA-approved COVID-19 testing expenses**

Federal regulations mandate FDA-approved COVID-19 diagnostic testing and related expenses (urgent care visits, etc.) be covered by health plans, and a Healthcare FSA is one.

- **Increasing or implementing a rollover requires a two-week notice to TASC**

Due to high demand for plan changes, we need two weeks to extend or implement a rollover.

- **Election changes can be applied for many accounts**

Election changes are commonly used for Dependent Care and Healthcare FSA (includes Limited Purpose FSAs), HSA, HRA, Parking, and Transit accounts

Want us to make changes to your TASC plan?

Fill out this form and we'll contact you:

[Get Started.](#)

Contact us to get this done for you:

1-888-595-2261