

## Important Information Regarding Your Health Care and Dependent Care Flexible Spending Accounts

As a result of the COVID-19 pandemic, many WMU employees are concerned about the forfeiture of unused 2020 Health Care (HCFSAs) and Dependent Care (DCFSAs) flexible spending account dollars. The December 2020 COVID relief package includes assistance for employees with these FSA accounts and guidance on how unused balances can be spent. WMU has chosen to adopt these provisions and BASIC has implemented them. Information below highlights how these important changes will help reduce financial hardships for FSA participants on a limited basis for plans that end in 2020 and 2021.

### What Changed?

#### Carryover

- Formerly, participants in the HCFSAs were allowed to carry over \$550 into the next plan year. The carryover amount will be **unlimited** for plan years ending in 2020 and 2021. Unused funds have been restored to accounts.
- In the past, DCFSAs participants could not carry over a balance into the next plan year. For plan years ending in 2020 and 2021, there will be an **unlimited** carryover amount and unused funds have been restored to accounts.
- Please log in to [cda.basiconline.com](https://cda.basiconline.com) or contact BASIC for unused balance information.

#### Midyear Election Changes

- Typically, in order to make a mid-year election change, there needs to be a qualifying life event (childbirth, marriage, loss of coverage, or childcare changes for DCFSAs). All plans have been updated to accept up to two (2) participant election changes per calendar year at any time during the 2021 plan year without a change in status.
  - Mid-year election changes include: starting, stopping, increasing and decreasing contributions.
  - Change your elections up or down based on your individual needs.
  - New participants may enroll for 2021 in HCFSAs and DCFSAs without a qualifying life event.
  - Complete and submit the BASIC FSA Enrollment form located at: [wmich.edu/hr/forms/enrollment](https://wmich.edu/hr/forms/enrollment)

#### Dependent Care Flexible Spending Account Age Limit Increase

- DCFSAs plan will accept reimbursements for dependent children up to age 14 (formerly up to age 13). This allows the dependent who aged out in 2020 to continue to have claims submitted against 2020 and 2021 funds.

### Who to Contact for More Information

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| ➤ <b>BASIC</b><br>Customer Service: (800) 372-3539<br>Website: <a href="https://cda.basiconline.com">cda.basiconline.com</a> | ➤ <b>WMU HR Service Center</b><br>Phone: (269)-387-3620<br>E-mail: <a href="mailto:hr-hris@wmich.edu">hr-hris@wmich.edu</a> |
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