

Updates about Flexible Spending

FSA Dependent Care

Due to the COVID-19 pandemic, a lot of schools and daycare facilities have closed and many people are working from home, which may have changed an employee's dependent care needs and expenses. These circumstances may result in a change event under the Deseret Healthcare Flexible Benefits Plan, which permits employees to increase, decrease, or stop contributions to their dependent care FSA.

For example, if employees are working from home and no longer require daycare for dependents, they may decrease or stop contributions to their dependent care FSA. Similarly, employees may increase or decrease contributions to their dependent care FSA if they enroll dependents in a daycare facility closer to home.

Employees who want to make changes to their FSA Dependent Care election need to fill out a form, see link below, and send it to Cathy Wies in the Benefits Office. cathy_wies@byu.edu.

<https://www.dmba.com/nsc/forms/pdf/F-03.pdf>

When employees return to their regular work routine and daycare expenses, they may increase or resume contributions to their dependent care FSA.

FSA Medical Purchases

A helpful surprise that expands eligible items you can purchase with your healthcare FSA dollars was included in the recently passed CARES Act.

You can now use your health FSA dollars to purchase over-the-counter (OTC) drugs and medications—without submitting a prescription from a clinician. You can also now use your health FSA to purchase menstrual care products.

If you wish to find out whether a specific type of product is now eligible for purchase with health FSA dollars, click [here](#) or log in at www.dmba.com, hover over *MY HEALTH*, and click on *FSA Eligibility List* under *Flexible Spending*.

These changes apply retroactively to purchases made on or after January 1, 2020, so if you have receipts for qualifying items purchased earlier this year,

you may submit those on a new FSA claim. Otherwise, keep your receipts for any new OTC and menstrual care purchases.

Most retailers and pharmacies are in the process of updating their payment systems to allow people to use FSA cards for these products. This means you will soon be able to use your WEX healthcare FSA benefit card to make these purchases.

The FSA Plan Summary Plan Description has been updated to reflect the changes described above. Please click [here](#) to view.

If you have questions about FSA Dependent Care or FSA Medical purchases please contact DMBA Member Services at 801-578-5600 in the Salt Lake City area or toll free at 800-777-3622.