

Greetings B.E.E.S members,

The Federal government has adopted some changes to the flexible spending accounts for medical and dependent childcare. This new ruling may allow you to decrease your deductions due to the fact that childcare costs have declined. In the event you would like to reduce or completely stop your childcare flex spending deductions, you must do so through human resources. Please email Human Resources at HRBenefits@esboces.org to stop or change your flex deductions.

The representatives at JJ Stanis , the administrators of our flex spending program, have also been advised that our members will be making adjustments to their accounts.

Additionally, products that in the past did not qualify as medical expenses are now valid: Over the counter medications, first aid, personal hygiene products and other products are now included. Please save all receipts for tax purposes.

- Please look over the memo from JJ Stanis as well as the links to the IRS rulings below.

We are better together!

Nick DeBlanco

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### **Memo from JJ Stanis and Company**

#### ***What is the CARES Act?***

The Coronavirus Aid, Relief, and Economic Security (CARES) Act is Congress's latest coronavirus relief package and was signed into law on March 27, 2020. The CARES Act is the largest economic relief bill in United States history and will provide support to individuals and businesses affected by the pandemic. Many of you have questions about the new law and how it impacts your benefits, including items now eligible for purchase with your healthcare flexible spending account (FSA). We hope to answer just a few questions here:

#### ***Are over-the-counter drugs and medicines now eligible expenses through a Healthcare FSA or HSA without a prescription?***

Yes. With the new law, you are now able to purchase, or be reimbursed for, over-the-counter medications (examples: Tylenol, Motrin, cough suppressants; items that used to require a prescription) using your Healthcare FSA or HSA without a prescription.

In addition, any menstrual hygiene products (tampons, sanitary napkins, liners, etc.) may also be purchased or reimbursed using your Healthcare FSA with this new law.

The law is retroactive to January 1, 2020, meaning any over-the-counter medications or menstrual products you have purchased since January 1, 2020 can be reimbursed from your Healthcare FSA, if you have not already been reimbursed previously using a prescription.

***When can I begin using my Healthcare FSA funds to purchase over-the-counter drugs and medicines, and menstrual hygiene products?***

**You may begin to use your FSA funds for over-the-counter medications and menstrual hygiene products as of January 1, 2020. This new law also has no expiration date, meaning you may continue to purchase these items with your FSA funds for the entire plan year and beyond.**

***Can I be reimbursed for items I have already purchased?***

**Yes, if you purchased on or after January 1, 2020, you can submit a claim to be reimbursed from your FSA for over-the-counter medications not previously reimbursed with a prescription, as well as menstrual hygiene products. You will need to provide a copy of your receipt that shows proof of purchase date and item purchased under FSA.**

The I.R.S. website is a good source of information - Please click on the links for more information:

[IRS provides tax relief through increased flexibility for taxpayers in section 125 cafeteria plans](#)

[Child and Dependent Care Information](#)