

Flexible Spending Account (FSA) COVID-19 Mid-Year Enrollment FAQ

Will I be able to change my 2020 FSA election?

Wake Forest is offering a mid-year COVID-19 health care FSA election period where faculty and staff may increase or decrease their current election or may enroll. The enrollment period is July 11 – July 24. When submitting election changes, faculty and staff need to use August 1, 2020 as the effective date. Changes will be effective for biweekly staff in their August 14 pay statement and August 31 for exempt staff. HR will communicate this opportunity on the Workday homepage on July 8, 2020. Note: A reduction in health care FSA contributions cannot exceed what has already been reimbursed.

If I increase my FSA election, can I use those funds for expenses incurred prior to August 1, 2020?

If you exhausted your initial 2020 FSA election prior to August 1, 2020, the additional contribution amount can only be used for eligible expenses on or after August 1, 2020.

Is there a limit on how much I can reduce my FSA?

Yes, you may only reduce your annual election to what you have contributed year-to-date, however that reduction cannot exceed what has already been reimbursed. Election changes are effective August 1, 2020, so they are not retroactive.

What is the health care FSA carryover amount for 2021?

The health care carryover amount has increased from \$500 to \$550. Unused health care funds up to \$550 will automatically be carried over into the 2021 calendar year. Unused funds exceeding \$550 by December 31, 2020 will be forfeited.

Are over-the-counter medications eligible for reimbursement from my health care FSA?

Yes, over-the-counter medications are now eligible for reimbursement retro to January 1, 2020.

Can I still submit health care FSA claims for 2019?

Faculty and staff that incurred health care claims January 1, 2019 – December 31, 2019, have an extended deadline to submit receipts for reimbursement. The deadline will be effective 60 days after the COVID-19 Emergency ends, as determined by the Internal Revenue Service (IRS). To make a request, complete and submit an [FSA Reimbursement Claims Form](#) to McGriff Flexible Benefits Solutions by emailing flexclaims@mcgriffinsurance.com or faxing to (252) 293-9048.

Can I use my McGriff Visa debit card for over-the-counter medication when I am at the pharmacy?

Merchants have to update their systems in order to allow the debit cards to be used for over-the-counter medications, this will take some time, however you may request reimbursement directly with McGriff.

Are menstrual care products eligible for reimbursement from my health care FSA?

Yes, they are.

Can I change my Dependent Care FSA if there has been a change in childcare during this time?

Yes, Dependent Care FSAs offer a quite simple solution since regulations allow participants to change their election and bring their contribution down if the need for childcare has ceased due to cancelled schools, adjusted work schedules, etc. You can adjust a participant's election/contributions based on the effective date of the change. You would provide a letter, email, or statement from the childcare facility showing the effective date of the change.