

TASC FAQs

Employee:

Can my Flexible Spending Account (FSA) contributions be changed?

- No. Unless you have an allowable change there is no effect on your FSA due to COVID-19. We are actively monitoring any changes to IRC regulations and will post them on this page if updates are provided. (See Status Change Events for qualifying events)

My daycare is closed. Can I change my Dependent Care Account (DCA) election amount?

- Yes, if your daycare or employer closes or reduces hours, you can make a mid-year election change to your DCA. You can reduce your election amount to \$0, or change to a lower annual election that covers your adjusted cost of care.
- To stop or change your DCA contributions, you and your employer need to complete and submit a **Change of Election Form** (see attached) to **your TSM** using “**Change in the Cost of Coverage**” as the reason for the change.

How will I restart my Dependent Care Account deductions once my daycare reopens?

- You will be able to make a change to your DCA once daycare services and/or employment resumes to normal. This would require another Change of Election form to be submitted at that time.

Employer:

What do I as the employer do with the Dependent Care Account (DCA) Change of Election form?

- First, you and the employee should sign the Change of Election Form.
- If the daycare provider has changed hours or closed completely, select “ Change in the Cost of Coverage” as the reason for the change.
- Once complete, you can submit the form to **your TSM**. You should keep a copy of the form on file for payroll deductions.

If I cannot submit my employees' reimbursement contributions, can they still use their accounts?

- For **FSAs and Limited Purpose FSAs**, the full annual election amount will continue to be available from the start of the plan year. Benefits Debit Cards may still be used for eligible medical expenses.
- For **Dependent Care Accounts**, due to IRC guidelines, we cannot legally make funds available to participants until funds are received and posted. We are monitoring the guidelines for any flexibility or relief on this subject.