

<b>IRS Guidance on Section 125 - as of May 12, 2020</b>			
<b>Change Type</b>	<b>Current Rule</b>	<b>Effective date of change</b>	<b>Notes</b>
Section 125 elections (medical, dental, vision)	Limited to initial election or OE period	Prospective, first on next pay period	<p>Allows prospective election for:</p> <p>New coverage if initially declined.</p> <p>Can revoke existing election and enroll in a different plan, (including single to family level of coverage).</p> <p>Can revoke existing election prospectively as long as written attestation is received indicating member is enrolled or will immediately enroll, in other coverage.</p> <p>Changes due to birth, marriage, divorce, etc will also still require proof of the need for change, i.e. birth or marriage certificate, etc.</p>
Health Care FSA elections	Limited to initial election or OE period	Prospective, first on next pay period	Revoke, make a new election, or make a change to contribution on a prospective basis.
Health Care FSA Claims period	File by 3/31/20	Claims due by end of Plan Year 2020	Plan may adopt additional claim incurred dates, or extended claim filing dates.
FSA Carry Over period	Not in place now	To be incurred by end of Plan Year	Not currently allowing FSA Carry Over, will not add provision.
Dependent Care FSA elections	Limited to initial election or OE period	Prospective, first on next pay period	Revoke, make a new election, or make a change to contribution on a prospective basis.