

Healthcare Reform Changes

The Patient Protection and Affordable Care Act (PPACA) was enacted on March 23, 2010. As a result, the following changes to health care FSAs have become effective as of January 1, 2011 for FSAFEDS. **These changes do not impact dependent care FSAs.**

Over-the-Counter (OTC) Medicines and Drugs – they require a prescription to be reimbursed

You must obtain a prescription from your doctor which includes your doctor's signature to be reimbursed for eligible OTC medicines or drugs. There is one exception – insulin does not require a prescription. **A "prescription" means a written order for a medicine or drug that meets the legal requirements of a prescription in the state in which the medical expense is incurred and that is issued by an individual who is legally authorized to issue a prescription in that state.** As always, a prescribed OTC medicine or drug must be to treat or alleviate a medical condition and cannot be for general health or cosmetic purposes.

Over-the-Counter (OTC) Items That Are Not Medicines or Drugs – no change

Prescriptions are not required for eligible OTC items that are not medicines or drugs. Examples include crutches, diabetic supplies, nasal strips, first aid kits and bandages, diagnostic devices such as blood sugar test kits, and many other items.

For additional information on OTC items and how to submit claims for reimbursement, please see the [OTC Quick Reference Guide](#) or visit the [FSAFEDS Eligible Expenses Juke Box](#).

Children Are Eligible through Age 26

Your son, daughter, stepson, stepdaughter, adopted son or daughter, eligible foster son or daughter, or a child who is placed with the employee for legal adoption are eligible through the end of the calendar year in which they turn age 26. The child need not be financially dependent on you in order to have eligible health care expenses reimbursed from your health care FSA.

Effective for the 2013 Benefit Period the maximum amount you can contribute to a Health Care FSA will be \$2,500

For the Benefit Period beginning January 1, 2013, all individuals participating in a health care flexible spending account will no longer be able to contribute up to \$5,000 annually. The new maximum annual amount will be \$2,500.

If you have questions, you may visit the FSAFEDS Web site at www.FSAFEDS.com or contact an FSAFEDS Benefits Counselor, toll-free, at 1-877-FSAFEDS (372-3337), TTY: 1-800-952-0450, Monday through Friday, 9:00 A.M. until 9:00 P.M., Eastern Time.