

## July 15, 2021 Reminder – WageWorks Health Care FSA and Dependent Care FSA

As a reminder, Wellesley College has chosen to allow eligible employees more flexibility with respect to their Flexible Spending Account (FSA) and/or Dependent Care Flexible Spending Account options under the COVID relief legislation passed earlier this year.

For the 2021 plan year, you may make an election change (enroll, drop or change your election amount) of the Medical FSA, Limited Purpose FSA and/or Dependent Care FSA without a qualifying life event (QLE). **You have until July 31, 2021 to make a change.** Only a single change to each FSA is permissible. Elections cannot be reduced to an amount less than your year-to-date contributions or reimbursements. After July 31, 2021, you may make an election change only if you experience a QLE.

In order to make a change, please follow these steps: [Workday FSA Instructions](#)

Please be advised that all changes made to your FSAs are **prospective only** and cannot be applied to expenses incurred before the Payroll effective date change. This means that if you submit an election before from now (July 15) until July 31, 2021 it will be effective August 1, 2021 and any additional funds elected can be used towards claims incurred from August 1, 2021 through December 31, 2021.

The new American Rescue Plan Act of 2021 (ARPA) increases the amount that may be elected for the **Dependent Care FSA** on a tax-free basis for calendar year 2021 from \$5,000 to \$10,500 (or from \$2,500 to \$5,250 for individuals that are married but filing separately).

- Changes to your election amount must be made in Workday prior to **July 31, 2021**. Instructions can be found here: [Workday FSA Instructions](#)
- Under the tax code, Dependent Care FSAs are subject to nondiscrimination testing requirements. If the Dependent Care FSAs fail this test, we may need to reduce the elections made by highly compensated employees to bring the Dependent Care FSAs into compliance.
- If you had a qualifying dependent who turned (or will turn) 13 during the 2020 or 2021 plan years, you may be able to use any unused funds in your Dependent Care FSA from those plan years for qualifying expenses for that child until they turn 14. This applies to employees who were participants in the Dependent Care FSA as of January 1, 2020.

There are several available options to manage your account with WageWorks/Health Equity, file a claim or ask questions:

**Online Account** – For first-time users, please register for online access – [www.wageworks.com](http://www.wageworks.com)

**Mobile App** – View your account on your mobile phone, take a picture of your receipt, and file your claim. (Your account must first be activated/set-up prior to using the Mobile App)

**Phone** – 877-924-3967 or use the Live Chat function within your online account.

If you have any questions, Leshana Sydney, Benefits Specialist can be reached at [ls103@wellesley.edu](mailto:ls103@wellesley.edu) or 781-283-2212 or Kelly Robinson, Director of Total Rewards can be reached at [krobins5@wellesley.edu](mailto:krobins5@wellesley.edu) or 781-283-2215.