

Research Foundation of the City University of New York

Section 125 Flexible Spending Plan Highlights and Enrollment Instructions

Plan Year: January 1, 2022 to December 31, 2022

Eligibility: 20 hours per week (regularly scheduled)

- HCR – 90 days of employment
- DCR – Upon date of hire.

You do not have to be enrolled in your employer's group health plan to enroll in this Flex Spending plan.

Annual Elections: Health Care (HCR): \$250.00 minimum/ \$2,850.00 maximum
Dependent Care (DCR): \$250.00 minimum/ \$5,000.00 maximum

Limited Health Care: Limited HCR: For you or your spouse enrolled in an HSA. Submit vision and dental claims until the IRS HSA minimum deductible is met. Once deductible is met all customary HCR expenses are eligible.
IRS HSA min: \$1400.00 single/\$2800.00 family

2 ½ Month Grace Period*: Eligible HCR & DCR expenses can be incurred up to 2 ½ months following the end of the plan year. Your prior Plan Year balance will be used before your new Plan Year election.
*The 2 ½ Month Grace Period & 90 day Run-off Period Run Concurrently

Monthly Elections: Transportation - \$280.00 maximum per month
Qualified Parking - \$280.00 maximum per month
[Spend down excessive balances before adding to your monthly election. Stay active in your account with \\$1 per month. Review at \[www.abs125.com\]\(http://www.abs125.com\).](#)

Year End Run-off Period: Reimbursements can be submitted up to 90 days following the end of the plan year. If you submit reimbursement requests online you must include a copy of the receipt for the service or item requested.

Claim Reimbursement:: Processed weekly (\$20.00 minimum reimbursement)

Reimbursement Type(s): Check

Plan Year Payroll Deductions: 24

Date of 1st Deduction: January 12, 2022

Your ABS Account Manager is: Rosanne at ext. 413 (Rosanne@abs125.com)

Here's How to Enroll in Your Section 125 Plan

- 1) If you meet the eligibility requirements, please complete the Enrollment Form.
- 2) Estimate your annual health-care/dependent-care related expenses that are not reimbursed by your insurance using the worksheet on the back of the enrollment form or the FSA calculator on the ABS website.
- 3) If you use the Dependent Care Auto-Affidavit a new form must be completed for the new Plan Year.
- 4) *Enroll through My Payroll & Benefits. Open Enrollment deadline is November 22, 2021. *Enrollment received AFTER Dec. 3, 2021 at ABS may not have the debit card reloaded and or created and mailed. Submit paper requests if needed.

Questions? Need Help? First, read the "How to Save on Medical & Child Care Expenses" employee handbook. If you do not have one, contact Human Resources, visit us on the web at www.abs125.com, check out the [ABS Mobile App](#) or call 1-877-732-8125 from 8:00am to 5:00pm E.S.T. Monday through Friday.