

Research Foundation of the City University of New York

Section 125 Flexible Spending Plan Highlights and Enrollment Instructions

Start Date: January 1, 2025

Plan Year: January 1 through December 31

Eligibility: Full time and part time A employees (regularly scheduled)

- FSA – 90 days of employment
- DCA – 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 (FSA): \$250.00 minimum/ \$3,300.00 maximum

Dependent Care (DCA): \$250.00 minimum/ \$5,000.00 maximum

Limited FSA: Limited FSA: For you or your spouse enrolled in an HSA. Submit vision and

IRS HSA min: dental claims until the IRS HSA minimum deductible is met. Once the deductible is met all customary FSA expenses are eligible.

\$1,650.00 Self/3,300.00 family

2 ½ Month Grace Period*: Eligible FSA & DCA expenses can be incurred up to 2 ½ months following the

*The 2 ½ Month Grace Period & 90-day Run-off Period Run Concurrently
end of the plan year. Your prior Plan Year balance will be used before your new Plan Year election.

Monthly Elections: Transportation - \$325.00 maximum per month

Qualified Parking - \$325.00 maximum per month

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 / Direct Deposit / **Debit Card** (A fee is charged by the debit card company for card replacement. The fee is the responsibility of the card holder and paid for from your account)

Plan Year Payroll Deductions: 24

Date of 1st Deduction: January 08, 2025

Your ABS Account Manager is: Emily at ext. 417 (emily@abs125.com)

Here's How to Enroll in Your Section 125 Plan

Follow these simple steps:

- 1) If you meet the eligibility, enroll through “My Payroll & Benefits Portal” as instructed by Human Resources.
- 2) To view your ABS account online effective January 1, 2025, go to www.abs125.com and click on the login button for Employees. If you have never logged in before, click the “Get Started” button to register as a new user. You may also download the ABS Mobile App from Apple or Google.
- 3) If you sign up for Dependent Care and have consistent costs complete the Dependent Care Auto-Affidavit. Once submitted to ABS we will automatically send you a check or direct deposit each time money hits your account. A new form must be completed each new Plan Year.

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.