



## Employee Benefits



Much of the recent news out of Washington, D.C. has been focused on congressional efforts to provide relief to Americans during this difficult time. The **TASC Governmental Affairs** team has stayed on top of all legislation proposed and passed, and you can visit [TASC Capital Connection](#) for continued expert analysis of the changes impacting employers and employees alike. Make sure to follow the page so you don't miss any updates!

As promised last week, we've outlined several configuration options within our existing TASC account offerings to allow employers the flexibility to respond to the current national emergency. Our [Emergency Response Plan Changes](#) guide covers several different changes to consider for benefit plans and other offerings and instructions on how to implement them. Examples include:

**Dependent Care FSA:** The work landscape has changed in many ways, including affecting an employee's dependent care needs. Election changes and account spend down provisions are allowed. [Learn more.](#)

**Healthcare FSA:** The COVID-19 crisis has drastically changed the medical landscape and thus the medical care needs of the employee. Election, grace period, runout and carryover changes\* are allowed, and OTC drugs were recently allowed back on the list of eligible expenses. [Learn more.](#)

*\* Benefit plan design changes **must be made before the end of the plan year.***

**Transit and Parking Accounts:** Employees may have transit trips purchased that they cannot use, and essential workers may have switched their mode of

transportation. Transit refunds can be obtained, or a Parking Account can be substituted for a Transit Account. [Learn more.](#)

**Health Savings Accounts:** The deadline for employee 2019 HSA contributions has been extended by the Internal Revenue Service (IRS) from April 15 to July 15, 2020. [Learn more.](#)

The guide also covers COBRA, FMLA, Health Reimbursement Arrangements reimbursing 213(d) expenses and Student Loan Reimbursement Accounts.

[Get the Guide](#)

**Learn more** about how TASC is responding to COVID-19 and the innovative collection of **Emergency Response Benefits** created to help employers and their employees.

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