

# What happens with your FSA

Even if your employment status changes, you can still access your Healthcare Flexible Spending Account (HC-FSA) or Limited-Purpose Flexible Spending Account (LP-FSA) if you elect COBRA.

## First steps

Review your total expenses in the plan year. If you haven't spent more than you contributed to date, then you're eligible to continue your HC-FSA or LP-FSA on COBRA. You're not eligible to continue Dependent Care FSA coverage under COBRA.

## Contributions

Once you elect COBRA, you will contribute to your FSA on a post-tax basis. Your entire FSA balance is yours to use for eligible expenses through the grace period, provided there is still a balance on December 31.

## Let Joe show you the math

After Joe's loss of employment, he can choose to continue his HC-FSA and/or LP-FSA under COBRA if he satisfies the following conditions:

1. Joe's FSA must be underspent, which means at the time of his loss of employment, Joe must have spent the same dollar amount or less than he has contributed through payroll.
2. Joe must elect COBRA and pay his FSA contributions back to his employment end date, within the federal COBRA guidelines.

As an example, Joe elected \$2,400 for his annual FSA contribution, but his employment ended on June 30. He contributed \$1,200 (\$200 per month) yet didn't use any of his balance. When his employment ended, he elected COBRA and continued to contribute \$200 a month to his FSA. He also paid the FSA administration fee and additional 2% COBRA fee, which would be his total COBRA premium.

While on COBRA, Joe has access to his full \$2,400 and can end COBRA coverage at any time.

## Claim filing and your debit card

If you elect to continue your HC-FSA or LP-FSA through COBRA, the filing process will not change. You may file an electronic claim or use your debit card. Please note: there may be a short delay to re-activate your debit card after you elect COBRA. The debit card gets turned off after termination and will need to be reactivated.

## If you don't use your FSA funds

**Plan carefully!** Money left in your FSA at the end of the grace period is forfeited and can't be returned to you. This is called "use it or lose it." You must incur eligible expenses by March 15 in the following year and submit them for reimbursement before March 31.

## If you don't elect COBRA for your FSA

If you **don't** elect COBRA, and there's money left in your FSA, those funds can only be used to reimburse yourself for expenses that occurred before your termination date.

**Reimbursement must be requested manually within 90 days of your termination.**

## Stay up to date

We recommend the following:

1. Change your work email address to your personal one on the Member Website.
2. Download the HSA Bank Mobile App.
3. And sign up for electronic preferences and notifications.

Visit **hsabank.com** to update your account information on the Member Website.

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Want to continue your FSA on COBRA? Enroll through the OneUSG Connect Benefits or call the OneUSG Connect - Benefits Call Center at 844-587-4236 8:00 AM to 5:00 PM, EST, Monday through Friday.

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FSA-specific questions?  
Call HSA Bank at 833-228-9352.



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