



COVID-19 National Emergency Health Plan and FSA Deadline Flexibility for Participants

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PRACTICE AREAS

Benefits & Compensation

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IRS and DOL guidance released 4/29/2020 and 5/12/2020 provided flexibility for existing health plan enrollment-related rules. Benefit plans **MUST** allow some of this flexibility. Employers should work with their vendors to ensure compliance. In other cases, plans are permitted, but **NOT** required, to offer the flexibility. We have compiled a table to summarize these changes, as well as answers to some FAQs in an alert for our clients and friends.