



Contract Administration

TO: Membership, Executive Board, Council Leaders, and Field

FROM: Erika Frasier, Health Benefits Specialist

DATE: September 10th, 2021

RE: DCAA: Consolidated Appropriations Act & the American Rescue Plan Act of 2021

We have been notified by The Governor's Office of Employee Relations that the employer contribution will be applied retroactively to January 1, 2021 in current participant accounts. The employer contribution will also be applied to Future DCAA participants throughout the remainder of the 2021 plan year, based on enrollment date.

As a reminder, for the 2021 plan year only, due to Consolidated Appropriations Act, 2021, and the American Rescue Act of 2021, employees are able to enroll, change, re-start, or terminate their 2021 DCAA without a qualifying change in status event reason. Employees can choose "No reason (Consolidated Appropriations Act)" when they submit their change in status application. Employees can make changes to their accounts by calling 1-800-358-7202 or visiting https://link.edgepilot.com/s/b771a613/Ihiu71R0skeTKgRHEZ_YLA?u=https://goer.ny.gov/change-status.

WageWorks/ Health Equity will adjust DCAAs, and OSC will issue any necessary refunds in the paychecks of:

- September 23, 2021 for those participants paid on the Institution pay cycle.
- September 29, 2021 for those participants paid on the Administration pay cycle.

Participants Who Must Take Action:

- PEF-represented employees enrolled in the DCAA and are currently on a leave of absence (LOA): They may re-enroll with a change in status when they return. No changes will be made to their account, including applying the employer contribution, unless they return from leave and re-enroll in the DCAA. At that time, their account will be adjusted accordingly.
- PEF-represented employees who enrolled for the anticipated amount of their employer contribution, had payroll deductions, and terminated their account: They may re-enroll with an eligible change in status. Their eligibility date will not change from their original enrollment date. They can choose to re-enroll for just the amount of the employer contribution, have their deductions refunded on a post-tax basis, and have just the employer contribution applied to their account. Or, they can choose to re-enroll and *increase* their total annual election amount. When their change in status application is processed, the employer contribution will be applied to their DCAA and deductions started if applicable.
- Participants who are currently represented by a union other than PEF or are designated as M/C but were represented by PEF at the time they enrolled, did not receive an employer contribution and they enrolled for the anticipated amount of their employer contribution, had payroll deductions, and terminated their account: They may re-enroll with an eligible change in status. Their eligibility date will not change from their original enrollment date. They can choose to re-enroll for just the amount of the employer contribution, have

their deductions refunded on a post-tax basis, and have just the employer contribution applied to their account. Or, they can choose to re-enroll and increase their total annual election amount. When their change in status application is processed the employer contribution will be applied to their DCAA and deductions started if applicable.

To re-enroll, they may call 1-800-358-7202 or visit:

https://link.edgepilot.com/s/b771a613/lhiu71R0skeTKgRHEZ_YLA?u=https://goer.ny.gov/change-status

Participants Who Do Not Need to Take Any Action:

- PEF-represented employees who are currently enrolled in the DCAA for a greater amount than their employer contribution and have continuing biweekly deductions: The employer contribution will be automatically added to their account. Their total annual election amount will not change. WageWorks/ Health Equity, the plan administrator, will recalculate and reduce their biweekly deductions.
- Participants currently represented by a union other than PEF or are designated as Management Confidential (M/C) but were represented by PEF at the time they enrolled, did not receive an employer contribution, and are currently enrolled in the DCAA for a greater amount than their employer contribution and have continuing biweekly deductions: The employer contribution will be automatically added to their account. Their total annual election amount will not be changed. WageWorks/ Health Equity will recalculate and reduce their biweekly deductions.
- PEF-represented employees who are currently enrolled in the DCAA for the exact amount of what would be their employer contribution and have not been reimbursed for incurred expenses: WageWorks/ Health Equity will stop their payroll deductions, the Office of the State Comptroller (OSC) will refund their deductions on a post-tax basis, and WageWorks/ Health Equity will apply the employer contribution to their DCAA.
- Participants currently represented by a union other than PEF or are designated as M/C but were represented by PEF at the time they enrolled, did not receive an employer contribution, and are currently enrolled in the DCAA for the exact amount of what would be their employer contribution, and have not been reimbursed for incurred expenses: WageWorks/ Health Equity will stop their payroll deductions, OSC will refund their deductions on a post-tax basis, and WageWorks/ Health Equity will apply the employer contribution to their DCAA.
- PEF-represented employees who are currently enrolled for the anticipated amount of their employer contribution, have been reimbursed, and only want the amount of the employer contribution: WageWorks/ Health Equity will stop their payroll deductions, OSC will refund their deductions on a post-tax basis, and WageWorks/ Health Equity will apply their employer contribution to their DCAA. The balance still owed to them, if any, will be available for reimbursement.
- Participants who are currently represented by a union other than PEF or are designated as M/C but were represented by PEF at the time they enrolled, did not receive an employer contribution, and are currently enrolled for the anticipated amount of their employer contribution, have been reimbursed, and only want the amount of the employer contribution: WageWorks/ Health Equity will stop their payroll deductions, OSC will refund their deductions on a post-tax basis, and WageWorks/ Health Equity will apply their employer contribution to their DCAA. The balance still owed to them, if any, will be available for reimbursement.
- PEF-represented employees who are currently enrolled in the DCAA for an amount that is less than their employer contribution: WageWorks/ Health Equity will stop their payroll deductions, OSC will refund their deductions on a post-tax basis, and WageWorks/ Health Equity will apply the full amount of their employer contribution.
- Participants who are currently represented by a union other than PEF or are designated as M/C but were represented by PEF at the time they enrolled, did not receive an employer contribution and enrolled in the DCAA for an amount that is less than their employer contribution: WageWorks/ Health Equity will stop their payroll deductions, OSC will refund their deductions on a post-tax basis, and WageWorks/ Health Equity will apply the full amount of the employer contribution for which they are eligible.

Please email fsa@goer.ny.gov or call WageWorks/Health Equity at 1-800-358-7202 with any questions on the DCAA or these new changes.