



EBSA Administrative Outbreak Period Extension End

IMPORTANT UPDATE FOR INSURANCE ELIGIBLE EMPLOYEES

On April 28, 2020, the U.S. Department of Labor (DOL) and Internal Revenue Service (IRS) announced a temporary extension of certain deadlines for actions related to employee benefit plans during the COVID-19 outbreak period. Under the temporary extension, employees had extra time to notify Hendrick HR Benefits of qualifying life events (QLE), make COBRA continuation elections, and submit for Flexible Spending Accounts (FSA) reimbursement claims.

This temporary extension was effective as of March 1, 2020 and pauses individual deadlines through the COVID-19 Outbreak Period (as defined by the DOL and IRS) or until 12 months have passed, whichever occurs first. Based on guidance provided by the DOL and IRS, the Outbreak Period will end on June 9, 2023.

What does this mean?

The deadlines applied to QLEs, COBRA, and FSAs that had been temporarily extended through the COVID-19 Outbreak Period will end and resume their normal deadline schedules on June 9, 2023.

Qualifying Life Events:

Hendrick HR Benefits must receive the qualifying life event form and supporting documentation within 31 days of the life event, unless entitled to additional time under a federal policy or program.

Flexible Spending Accounts:

FSA claims for expenses incurred during the 2022 plan year normally must be submitted by March 31, 2023 to be eligible for reimbursement. The temporary extension allows eligible claims incurred in 2022 to be submitted for reimbursement until June 9, 2023.

COBRA Continuation:

COBRA continuation elections must be made within 60 days of the loss of coverage. If entitled to elect COBRA coverage, you will receive a continuation notice in the mail from our COBRA administrator, WEX, with directions on how to make continuation elections.