



# *West Virginia National Guard Human Resources Office Bulletin*



**Bulletin Number:** 10-06

**Date:** 29 October 2010

**Applicability:** National Guard (NG) Technicians

## **Changes for Federal Benefit Programs under the Affordable Care Act**

**Subject:** Health Reform Changes

**References:** P.L. 111-148  
OPM Benefits Administration Letter 10-201

**Effective Date:** 1 January 2011

**Use:** On March 23, 2010, President Obama signed the Affordable Care Act, (ACA), Public Law 111-148. Several provisions of the ACA will affect eligibility and benefits under the Federal Employees Health Benefits (FEHB) Program and Federal Flexible Spending Account Program (FSAFEDS) beginning January 1, 2011.

A major change to the FEHB program expands dependent eligibility rules. The new law:

- Allows married children to be covered;
- Removes residency requirements;
- Removes dependency requirements; and
- Does not require children to be students or have prior or current insurance coverage to be placed on their parent's Self and Family enrollment.

Under FSAFEDS, currently eligible over-the-counter (OTC) products that are medicines or drugs will not be eligible for reimbursement from a Health Care FSA – unless – the enrollee has a prescription for that item from a physician. The only exception is insulin.

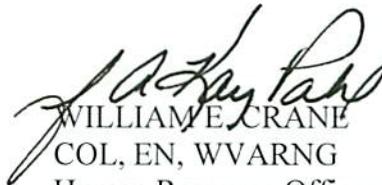
The new law also expands coverage for your child's eligible health care expenses under FSAFEDS. An employee enrolled in FSAFEDS may request reimbursement for eligible health care expenses incurred by a natural child, stepchild, adopted child, eligible foster child, or a child who is placed with the employee for legal adoption. The child does not need to reside with the employee or qualify as the employee's tax dependent. Prior to January 1, 2011, eligible children were limited to those who you could claim as dependent(s) on your Federal Tax return.

The ACA has also extended the age of a child who may incur eligible expenses under an employee's Health Care FSA. Expenses of an employee's child are covered through the taxable year prior to the taxable year in which the child turns age 27. This means the child's health care expenses are not eligible for reimbursement during the entire taxable year in which the child turns age 27. For example, enrollees cannot be reimbursed for expenses incurred by a child who turns 27 anytime in 2011.

Please click on the link below to learn more about the changes to your Federal benefits and to find out how to add a newly eligible dependent to your coverage:

<http://www.opm.gov/retire/pubs/bals/2010/10-201attachment.pdf>.

**Your points of contact are the Employee Relations Specialist at (304) 561-6431 and the Technician Manager at (304) 561-6357.**

  
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