

FSA Qualifying Events:

The Washington Flex Plan allows changes only if one of the specific events below occurs. The event must cause a change in your eligibility for health insurance coverage or coverage under the FSA. To increase your contribution or enroll in an FSA, you must have a new spouse or dependent eligible for the FSA or they must have lost eligibility for health coverage (with their employer, Medicare, or Medicaid). To decrease your contribution or to disenroll from your FSA, you must have lost a qualified spouse or dependent or they must have gained eligibility for their health coverage (with their employer, Medicare, or Medicaid). Transfers between state agencies and state higher-education institutions are **not** a qualifying reason to change your contribution.

1. Marital Status - Your legal marital status (opposite-sex spouse only) changes through marriage, divorce, death, or annulment (legal separation is not recognized in all states).

- You may enroll in an FSA or increase your FSA contribution if you get married.
- If you get married and become eligible for your new spouse's health insurance or their FSA, you may decrease your FSA contribution.
- You may cancel your FSA or decrease your contribution when you are divorced, your marriage is annulled, or if your spouse dies.
- If you lose health coverage due to divorce, annulment, or death of your spouse, you may enroll in an FSA or increase your FSA contribution.

2. Change in number of eligible tax dependents - Your number of eligible dependents changes due to birth, death, adoption, placement for adoption, as well as no longer qualifying due to reaching age limits, or as an eligible student, dependent with disabilities, or qualified tax dependent under PEBB rules.

3. Change in employment affecting eligibility for coverage - You, your spouse, or your qualified tax dependents have a change in employment status (termination, retirement, new employment, change from part time to full time or vice versa) that affects eligibility for employer-sponsored health insurance or Washington Flex.

4. Judgment/Decree/Court Order - You are served with a judgment, decree, or court order (including a qualified medical child support order) regarding coverage for a dependent. If the order requires you to pay for a child's medical expenses not paid by insurance, then you may enroll in or increase your contribution in the Flexible Spending Account. If the order requires another person to pay for a child's medical expenses not paid by insurance, then you may disenroll from, or reduce, your contribution in the Flexible Spending Account.

5. Medicare/Medicaid Enrollment - If you, your spouse, or your qualified tax dependent becomes entitled to and covered under Medicare or Medicaid, you may disenroll from or reduce your contribution in the Flexible Spending Account.

6. Loss of eligibility for Medicare/Medicaid - If you, your spouse, or your qualified tax dependent loses eligibility and coverage under Medicare or Medicaid, you may enroll in or increase your contribution in the Flexible Spending Account.

7. Family Medical Leave Act (FMLA) - You may elect to maintain your coverage during a leave taken under FMLA. If you do not maintain coverage while on FMLA, you will have the option of reinstating coverage after you return from FMLA.

8. Change in Residence - If you, your spouse, or your qualified tax dependent changes residence and this move affects your eligibility for coverage under an employer's

DCAP Qualifying Events:

The annual salary reduction amount cannot be changed during the plan year unless you have one of the following qualifying changes in status. Your request for a change must be received by ASIFlex or your benefit office (as indicated on the Enrollment Form) within 31 days of the event. Your changes must be consistent with the qualifying event.

1. Marriage
2. Divorce or legal separation
3. Death of a spouse or dependent
4. Addition of a dependent to the eligible employee's household, such as birth or adoption of a child.
5. Termination of spouse's employment
6. Employment of an unemployed spouse
7. A change in the work hours of eligible employee or spouse that significantly alters the need dependent care.
8. A change in dependent care provider (school is considered a care provider).