

Flexible Spending Account change effective July 1

There's an important change taking place in how your *MyFlex Advantage*™ flexible spending account (FSA) works.

The FSA card you use to purchase medically related items and prescriptions works in a way that's similar to a debit card. Starting July 1, 2009, however, you'll need to make sure that the pharmacy or retail store where you use the FSA card meets some new IRS regulations. (Because you're using tax-deferred dollars to pay medical expenses, the IRS sets the regulations for how your account works.)

The IRS regulation states that when you use the FSA card for medically related items or to have a prescription filled, the retail store or pharmacy must use an IRS-approved system to process the transaction. They must use an Inventory Information Approval System (IIAS) or prove to the IRS that 90% of their sales come from FSA-eligible items. (The IIAS uses bar code technology to identify FSA-eligible items.) Most major pharmacies and retailers already comply with this regulation.

Most pharmacies and retailers are ready

In fact, in UPMC Health Plan's broad pharmacy network, these national and regional chains are ready to process your FSA card transaction:

Giant Eagle
Kmart
Rite Aid
Sam's Club
Target
Walgreens
Wal-Mart
Wegmans (Erie locations only)

Hundreds of independent pharmacies are ready, too. However, some local or privately owned pharmacies may not be able to accept your FSA card as payment. Ask your pharmacy, or check the list at <http://www.sig-is.org/en/index.asp>. This list displays pharmacies that meet the IIAS or 90% requirement.

What to do if your *MyFlex Advantage* card doesn't work at the point of sale

If your *MyFlex Advantage* card is not accepted for an expense that you feel is eligible under your plan, pay the expense using your own funds and retain a receipt, which includes the following information:

Description of service or item purchased
Date of transaction
Provider/merchant name
Person receiving services
Amount you are required to pay

Submit your claim to UPMC Health Plan for reimbursement. Forms are available on Infonet under the Quick Links tab. Select the FSA Health Care Claim Form, complete, sign, and fax or submit by e-mail. Also, online submission is available through My HUB. Select the Human Resources tab and *MyFlex Advantage* link under My Benefits.

If you have any questions, please contact UPMC Health Plan at 1-888-876-2756.