



## Over-the-Counter Medicines, Menstrual Care Products and Telehealth Expense Changes



In a time of emergency or significant impact, legislation on allowed expenses can and does change. With the passage of the CARES Act, Over-the-Counter (OTC) medicines and menstrual care products were made eligible for reimbursement from Healthcare FSAs, HRAs and HSAs. This eligibility extends back to expenses incurred on or after January 1, 2020. Additionally, while Telehealth has for the most part been an eligible medical expense, increased emphasis has been placed on this type of healthcare in the time of isolating and social distancing. While the CARES Act does mention “telehealth and other remote care services”, it does not specifically define these services. A reliable source for such definition can be found in information published by The Centers for Medicare and Medicaid Services ([CMS.gov](https://www.cms.gov)). Be advised that TASC views these costs as legitimate, reasonable and medically necessary expenses as defined by IRS Code Section 213(d).

### Things to Know:

- **Allowing for the Reimbursement of OTC Drugs and Medicines and Menstrual without a Doctor’s Prescription, as well as Telehealth services**
  - Allowing for the reimbursement of OTC Drugs and Medicines and menstrual products without a Doctor’s Prescription as well as Telehealth services from your Healthcare Flexible Spending Account or Health Reimbursement Arrangement.
  - If your plan currently reimburses 213(d) expenses, these OTC Drug and Medicine Expenses, Menstrual products and Telehealth services should now be eligible for reimbursement.
- **You will want to notify participants of these newly eligible expenses. While no extra steps are necessary, they may not see the notifications from your benefit administrator.**

### Additional Resources

We want to help! You don’t need to be a TASC customer to call our hotline or download our helpful documents.

| General questions on this information  | Want us to make changes to your TASC plan?  | Want guidance for another benefits TPA?  |
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|  Call our Special Forces COVID-19 hotline:<br>Call 1-833-433-1002 |  Contact us to do all or part of this work effort for you:<br>1-888-595-2261, or<br><a href="#">Get Started.</a> | Share our How-To document with your administrator:<br><a href="#">Get Started.</a> |



*IMPORTANT NOTE: Amending a Healthcare FSA to ensure over the counter medications and menstrual care products are included as covered medical expenses under the plan may constitute a significant change in coverage resulting in an improvement of a benefit package option. Please see the Changes to Plan Configuration and Elections section.*

## Why TASC?

For more than 40 years, TASC has been a leader, an innovator, and a partner of employers committed to ensuring the health wealth and well-being of their employees and their employees' families and community. TASC was a pioneer in assisting sole-proprietor farmers and small business save billions in tax dollars through the adoption of health reimbursement plans; challenging many ill-informed IRS auditors, accountants, and naysayers along the way. TASC, through FlexSystem, brought the idea of a Cafeteria Plans to large and small businesses; challenging the notion that such plans were burdensome, complicated and difficult to administer.

There from the beginning of Section 125, TASC has brought its knowledge and expertise forward with the idea that together we can improve lives of many, strengthen our communities, and make benefits feel like benefits. TASC understands that each employers circumstance is different. TASC offers its guidance based upon the wealth of its experience as an employer and as a benefits administrator. It is not legal or tax advice and should not be taken as such but is offered to prompt knowledgeable inquiry of your plan professionals and provoke thoughtful plan decision making.

TASC provides its clients with an audit guarantee with respect to serviced tax advantaged accounts. Subject to certain conditions and restrictions, this guarantee provides that in the event a client suffers an adverse finding by the IRS or Department of Labor, despite following TASC's plans and procedures, resulting in interest charges and/or assessed penalties, such interest and penalties will be covered by the guarantee.