

MEDICAL OPTIONS

HRA &amp; FSA FOR HEALTH CARE

PRESCRIPTION DRUGS


DENTAL

VISION

FERTILITY

## FLEXIBLE SPENDING ACCOUNT (FSA) FOR HEALTH CARE

The Flexible Spending Account (FSA) for Health Care is an account that lets you:

- Set aside pre-tax dollars, from \$130 to \$3,050 in 2024
- Use your 2024 FSA for Health Care from January 1, 2024 to March 15, 2025 for [eligible out-of-pocket expenses](#) , such as medical, prescription drug, over-the-counter medication, menstrual care products, dental, vision, and hearing care expenses. You must submit all expenses for reimbursement by March 31, 2025. **Any unused money in your account after the March 31, 2025 deadline will be forfeited.**
- New York Life also offers an FSA for Dependent Care to help you pay for expenses, such as child care for children under age 13, in-home care, or adult day care. [Learn more](#).

**New hires with an initial employment date on or prior to November 1 may participate in the FSA in the year of hire. Employees hired after November 1 are not eligible to participate in the FSA until the following calendar year.**

### PayFlex®

Your FSA for Health Care is administered by PayFlex. To learn more about how to easily track, pay and verify claims, check out the [PayFlex infographic](#).



**You can also access PayFlex through the PayFlex Mobile app anytime, anywhere.**

**For medical services, such as an office visit, you should wait until your claim has been processed by Aetna and then appears on the PayFlex site (or when your EOB is available for claims through plans outside of New York Life's medical options), so you know your payment responsibility. Once you know how much you owe, you can use the PayFlex debit card to pay yourself or your provider directly. Set this up before you incur claims so that they're automatically connected in the system. Visit [payflex.com](https://payflex.com) to verify your claim with just a few clicks.**



### Tip to maximize...

You do not need to be enrolled in a New York Life medical option to contribute to and use the FSA for Health Care.