How the accounts work

The HRA and FSA for Health Care work a little differently and, depending on the medical option you choose, you can have one or the other—or both. The table below highlights the key features of each account:

	HRA	FSA for Health Care
How do you participate in this account?	An account is set up for you if you enroll in the Active Health Option.	At the time you enroll, you elect to contribute with pre-tax dollars.
How is the account funded?	New York Life funds the HRA with both consumer dollars and health incentive dollars if you complete eligible healthy activities.	You fund the FSA with pre-tax contributions between $130 and $2,750 deducted from your pay.
What expenses are eligible for reimbursement?	Medical, prescription drug, over-the-counter medication, and menstrual care product expenses covered under the Active Health Option, now or in the future, as long as you remain a New York Life Employee in the Active Health Option.	Out-of-pocket expenses you expect in the coming year, including: eligible medical expenses, prescription drug expenses, over-the-counter medication expenses, menstrual care product expenses, dental expenses, vision expenses, and hearing expenses.
When is the money available for my use?	You can only use money already in your account,* and if you also have an FSA, **your entire FSA balance must be used before** you can access money in your HRA.	Your FSA annual contribution election amount is available to you from day one (January 1, 2022, or for new hires, your date of hire).
Do I have to use the accounts in a particular order?	Your entire FSA balance must be used before your HRA funds are available to you. This applies only if you have both an FSA and an HRA.	
Do funds roll over each year?	Yes—any money remaining in your HRA at the end of the year will roll over to the next year, as long as you remain a New York Life Employee in the Active Health Option.	No—you use it or lose it; you have until March 31, 2023, to submit eligible expenses incurred through March 15, 2023. Any unclaimed funds will be forfeited.
What happens if I leave New York Life?	If you leave New York Life, you cannot take your HRA balance with you.	If you leave New York Life, you can submit claims for your FSA only for services incurred before you left the company.

* Consumer dollars are available on January 1. If you are a new hire, consumer dollars are available once you enroll.