



ALLEGIANCE FLEX *Advantage*

## Health Care Reform

### HEALTH CARE REFORM FLEX PLAN CHANGES EFFECTIVE 2011:

The recently passed federal health care reform law, now being referred to as the Patient Protection and Affordable Care Act of 2010 (PPACA), has changed the rules for over-the-counter (OTC) medicines and drugs. The new OTC rules will impact health flexible spending accounts (FSAs), health savings accounts (HSAs) and health reimbursement arrangements (HRAs). **Beginning January 1, 2011, OTC drugs and medicines may not be reimbursed through FSAs, HSAs or HRAs, unless prescribed by a medical practitioner to treat a specific medical condition.** The rule applies regardless of plan year start and end date.

If your plan currently uses the *Flex Convenience*® Card, participants should be familiar with the inventory information approval system (IIAS) which allows reimbursement for pre-approved items without further documentation. Beginning January 1, 2011, OTC items will be removed from the pre-approved list of reimbursable items.