

Options for Bluffview Board of Directors for changes to Cafeteria Plan in response to COVID 19
June 15, 2020

1. Revoke an election, make a new election, or decrease or increase an existing election regarding a dependent care assistance program.
2. Cafeteria plan may permit employees to apply those unused amounts to pay or reimburse medical care expenses or dependent care expenses, respectively, incurred through December 31, 2020 (current plan deadline is October 1, 2020)

An employer that decides to amend one or more of its 125 cafeteria plans to provide for mid year election changes must adopt a plan amendment. An amendment for the 2020 plan year must be adopted on or before December 31, 2021 and may be effective retroactively to January 1, 2020.