



HealthAlliance of the Hudson Valley Mary’s Avenue 1199 SEIU 2025 Employee Premiums for Eligible Staff

Employees of Mary’s Avenue 1199 SEIU are eligible to participate in the Flexible Spending Accounts.

Flexible Spending Accounts – Section 125 Plan

The Flexible Spending Accounts allow you to set aside a portion of your income as pre-taxed dollars to pay for medical or dependent care expenses.

Health Care Flexible Spending Account	Dependent Care Flexible Spending Account
Provides reimbursement for Health, Dental, Vision, and Prescription expenses not covered under the Plan.	Provides reimbursement for nursery school, day care, babysitting and summer day camp for children under 13 years of age and elder care
\$3,300 annual maximum contribution	\$5,000 annual maximum contribution; \$2,500 if married and filing separately or are considered an HCE.*
Must enroll/re-enroll every year during Open Enrollment	
The flex plan year is January 1 to December 31. There is also a 2 ½ month grace period through March 15 of the following year during which time you can incur expenses for the previous year. Any balance remaining after April 30 will be forfeited.	

Note: Once you enroll, you cannot terminate your enrollment during the year unless there is a life event change, which is determined by Federal Guidelines.

*HCE = Income earner of \$150,000 and above