

UUP Dependent Care Advantage Account New Employer Contribution

The new 2016-2022 Agreement between UUP and New York state includes an employer contribution to Dependent Care Advantage Accounts (DCAAccount) for UUP-represented employees who are enrolled as DCAAccount participants for the 2018 plan year.

UUP-represented employees (or employees who were represented by UUP at the time they enrolled) who have an active 2018 DCAAccount do not need to do anything. The employer contribution will be deposited into the employee's DCAAccount with the Oct. 3, 2018, paycheck (for employees on the Administrative payroll—the vast majority of our members) or the Oct. 11, 2018, paycheck (for employees on the Institutional payroll).

Please note that adding the employer contribution to DCAAccounts will not increase the employee's annual election amount—unless the employee enrolled for less than the employer contribution. In the latter case, the employee's DCAAccount will be adjusted to reflect the full amount of their employer contribution.

When the employer contribution is added to DCAAccounts, WageWorks will recalculate or stop remaining bi-weekly payroll deductions, as appropriate, to adjust for the addition of the employer contribution. If necessary, the Office of the State Comptroller (OSC) will issue a refund of any remaining excess employee deductions with the paychecks of:

- Oct. 3, 2018, for employees on the Administrative payroll
- Oct. 11, 2018, for employees on the Institutional payroll

UUP-represented employees who are not enrolled in a DCAAccount but experience a qualifying change in status, may enroll by submitting a change-in-status application. They will be eligible for the employer contribution for the remainder of the 2018 plan year. Here are some examples of change-in-status events:

- Marriage
- Divorce or separation
- Death (spouse/dependent)
- Birth or adoption of a child
- Beginning or end of employment (employee or spouse)
- Dependent disability
- Change in work schedule (employee or spouse)
- Change in custody of dependent
- From full-time to part-time employment or vice versa (employee or spouse)
- Beginning of or return from leave of absence (employee or spouse)
- Change in rate paid (only if the provider is not a relative)
- Change in care provider
- Loss of another Dependent Care Assistance Program (DCAP) plan's coverage (increase or enrollment only)

If an employee was on a leave of absence or terminated their 2018 DCAAccount, they will not receive an employer contribution unless the employee re-enrolls due to a qualifying change in status.

UUP-represented employees with questions on their existing 2018 DCAAccounts should call WageWorks customer service at 1-800-358-7202.

For details on enrolling for the remainder of the 2018 plan year and the change in status rules, visit www.flexspend.ny.gov or call WageWorks.

For employees interested in enrolling in a DCAAccount during the 2019 plan year, must enroll during the open enrollment period, from Oct. 9 through Nov. 9, 2018.



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