

### **IMPORTANT INFORMATION FOR FSA PLANS AND HEALTH CARE REFORM**

The recent enactment of the health care reform legislation represents some impact to health care FSA plans. ADP wants to ensure that you have the most current information available. To review the most recent update, please [click here](#).

This information will be updated as additional clarification becomes available, please be sure to check this information regularly for updates.

The following list represents expenses that are frequently submitted for reimbursement under Health Care Flexible Spending Accounts (FSA) and are generally eligible under an FSA. This list is not intended to be exhaustive and is intended only to be used as a general guide.

Consequently, expenses contained in this generally eligible list may be denied if the supporting claims documentation is insufficient or shows that the expense was incurred for services not considered medical care, such as cosmetic procedures. Payment of claims will be based on the rules set out in the applicable regulations, your employer's plan design and on the information in the required substantiation documentation.

#### **Abortion**

**Acid Controllers** (RX required after Jan. 1, 2011)  
Prescription and OTC

**Acne treatment**  
Prescription and OTC

### **Acupuncture**

For treatment of medical condition

### **Adoption expenses**

Medical expenses incurred prior to adoption being finalized if child is tax dependent

### **Alcoholism treatment**

Inpatient, outpatient and transport to AA meetings

### **Allergy medications** (RX required after Jan. 1, 2011)

Prescription and OTC

### **Alternative healers**

For treatment by professionals for specific medical condition

### **Ambulance**

### **Analgesics** (RX required after Jan. 1, 2011)

Prescription and OTC

### **Anesthesia**

UNLESS for cosmetic procedures

### **Antacids** (RX required after Jan. 1, 2011)

Prescription and OTC

### **Antihistamine** (RX required after Jan. 1, 2011)

Prescription and OTC

### **Anti-itch creams** (RX required after Jan. 1, 2011)

Prescription and OTC

### **Aspirin** (RX required after Jan. 1, 2011)

For medical condition

### **Bandages**

To cover injury or torn skin

### **Birth-control pills**

### **Blood pressure monitoring devices**

### **Blood sugar test items**

### **Body scan**

For diagnostic purposes

### **Braille books/magazines**

For visually impaired individuals but only to extent of the costs above regular printed materials

### **Breast Reconstruction Surgery**

Following mastectomy for treatment of cancer

### **Carpal tunnel wrist supports**

### **Chelation therapy**

For treatment of medical condition (lead poisoning)

### **Chiropractic care**

### **Christian Science practitioners**

### **Circumcision**

### **Contact lenses/Contact Supplies**

### **Contraceptive products and devices**

Condoms, spermicidal

### **Co-pays**

### **Counseling, other than Marriage**

For treatment by professionals for specific medical condition

### **Crutches**

### **Deductibles**

### **Dental treatment**

UNLESS for cosmetic proposes

### **Dentures/Denture Supplies**

### **Diabetic supplies**

### **Diagnostic items/services**

Tests to detect heart attack, stroke, diabetes, osteoporosis, cancer, thyroid conditions, glaucoma, etc.

### **Diarrhea medicines** (RX required after Jan. 1, 2011)

Prescription and OTC

### **Drug addiction treatment**

Inpatient, outpatient and transport to meetings

**Egg donor fees**

**Egg and Embryo Storage Fees**

Only eligible if the expenses are incurred for temporary storage and only to the extent necessary for immediate conception only, if stored and used within the same plan year.

**Eye examinations**

**First Aid Kit**

**Flu-shots**

**Glucose**

**Hearing aids/batteries**

**Hemorrhoid treatments** (RX required after Jan. 1, 2011)

Prescription and OTC

**Home health care**

For nursing services

**Hormone replacement therapy**

For treatment of medical conditions, (ie: menopause)

### **Hot/cold packs**

For treatment of medical condition

### **Hypnosis**

For treatment of medical condition and smoking cessation

### **Immunizations**

### **In vitro fertilization**

### **Incontinence supplies**

### **Infertility treatments**

### **Inpatient hospitalization services**

UNLESS for cosmetic purposes or procedures

### **Insulin**

### **Laboratory fees**

### **Lactation treatment**

For breast feeding difficulties – but not for general instruction

### **Lamaze classes**

For instruction relating to childbirth- but not for expenses related to childrearing instruction and guidance

### **Laser eye surgery**

### **Lasik**

### **Laxatives** (RX required after Jan. 1, 2011)

Prescription and OTC

### **Lodging at hospital**

For medical care

### **Lodging not at hospital or similar institution (hotel)**

If essential to medical care and limited to \$50 per night

### **Massage therapy**

### **Mastectomy bra**

### **Medic alert devices**

Bracelet or necklace

### **Medical conference expenses**

For expenses for conference and transportation IF conference related to a chronic disease suffered by an individual, spouse or other dependent. Expenses for lodging and meals are NOT eligible.

### **Medical monitoring and testing devices**

Examples: blood pressure monitors, syringes, glucose kit, etc.

### **Medical records charges**

Fees associated with transferring records to new provider

### **Menstrual pain relievers** (RX required after Jan. 1, 2011)

Prescription and OTC

### **Mileage reimbursement**

For travel to and from medical care (\$0.165 cents per mile)

### **Nasal sprays** (RX required after Jan. 1, 2011)

Prescription and OTC

### **Nasal strips**

For treatment of sinus problems and sleep apnea- but NOT for common snoring

### **Nicotine gum or patches**

### **Norplant insertion or removal**

### **Nursing services**

### **Nutritionist's expenses**

For treatment by professional for specific medical condition

### **Obstetrical expenses**

Two ways of submitting/paying claims: by reimbursing up to the full amount of the treatment,

minus any previous reimbursements, once the initial treatment has begun (when applicable) or reimbursing as individual expenses are incurred.

### **Occlusal night guard**

For prevention of teeth grinding

### **Operations**

If legal and NOT cosmetic in nature – inpatient and outpatient

### **Optometrist services**

### **Organ donors**

### **Orthodontia services**

Two ways of submitting/paying claims: by reimbursing up to the full amount of the treatment equal to the participant's annual election, minus any previous reimbursements, once the initial treatment has begun or reimbursing over the entire orthodontia treatment period (e.g. monthly).

### **Orthopedic shoes/inserts**

For treatment of medical condition – but only to the extent of the cost in excess of normal shoes

### **Osteopath services**

### **Over-the counter items** (NON medicine or drug)

Examples of **generally eligible** items that are not considered a medicine or drug, as **generally used for medical care**

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Bandages  
Blood pressure monitor  
Calcium  
Carpal tunnel wrist supports  
Cholesterol tests  
Cold/hot packs  
Colorectal cancer screening tests  
Contact lens cleaning solution  
Crutches and mobility aids  
Dehydration treatment

## Eligible Expenses

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Diabetes monitors  
Ear drops  
Eye drops  
Fiber supplements  
Incontinences supplies  
Insulin for diabetes  
Nasal Strips  
One Touch meters  
Orthotics supplies  
Pregnancy tests  
Reading glasses  
Smoking cessation treatments  
Thermometers

### **Ovulation monitor**

### **Oxygen**

Oxygen and equipment for medical condition

### **Pain relievers** (RX required after Jan. 1, 2011)

Prescription and OTC

### **Patterning exercises**

### **Physical examinations**

### **Physical therapy**

### **Pregnancy test kits**

### **Prenatal vitamins**

If taken during pregnancy

### **Prescription drugs**

For treatment of medical condition

### **Preventive care / screenings**



**Prosthesis**

**Psychiatric care**

**Psychoanalysis**

For treatment of medical condition

**Psychotherapy**

For treatment of medical condition

**Radial keratotomy**

**Reading glasses**

**Retin-A**

IF prescribed for medical condition (i.e. acne) but NOT for cosmetic purposes such as reducing wrinkles

**Screening tests**

Examples: hearing, vision and cholesterol tests

**Seeing eye-dog**

Includes expenses related to dog (ie: food, collar/harness, veterinary care, etc)

**Shipping (mailing) and handling charges**

For reimbursable products

**Sinus medications** (RX required after Jan. 1, 2011)

Prescription and OTC

**Smoking cessation products and treatment**

Prescription and OTC

**Special foods such as Gluten-free, not Diet foods**

For treatment of medical condition – but only to extent of cost in excess of commonly used food

**Speech Therapy**

**Sterilization procedures**

Example: hysterectomy, vasectomy

**Sunburn cream and ointments**

For treatment of sunburn

**Taxes on medical services and products**

For reimbursable services and products

**Telephone consultations**

**Telephone for hearing impaired**

**Television for hearing impaired**

**Tens Unit**

For treatment of medical condition

**Thermometers**

**Toothache and teething pain relievers** (RX required after Jan. 1, 2011)

Prescription and OTC

**Tuition for special needs programs**

Example: dyslexia

**Ultrasound**

**Varicose vein treatment**

UNLESS for cosmetic purposes

**Walkers**

**Wart remover treatments** (RX required after Jan. 1, 2011)

Prescription and OTC

**Weigh-loss programs and/or drugs prescribed to induce weight loss**

If weight loss program is recommended by a physician to treat an existing condition (obesity, diabetes, heart disease) and not just to improve general health

**Wheelchair**

**Wigs**

IF hair lost due to medical condition or medical treatment

**X-ray expenses**