



*Note: You cannot contribute to an HSA if you are enrolled in Medicare Parts A and or B. If you wish to contribute to an HSA, you must dis-enroll from Medicare.*

Can I elect the HSA if I choose the Aetna PPO or EPO Plan?

No, in order to include an HSA, a plan must qualify as a high deductible health plan as defined by the IRS. Aetna PPO and EPO are not IRS-qualified high deductible health plans. The PPO and EPO plans include a Health Reimbursement Account (HRA).

Will I be able to use the money I have left in my Health Care Reimbursement Account (HCRA) to pay medical expenses?

If you elect the Aetna PPO or EPO Plan, you can use your HCRA to pay medical expenses once any amounts in your HRA have been exhausted. If you elect the High Deductible Health Plan, you cannot use your HCRA to pay medical expenses.

Regardless of the plan you select, you can use your HCRA to pay dental and vision expenses for you and your dependents.

Do I have to be enrolled in a high deductible health plan to use the money in my HSA account?

No, you can use the money in your HSA account to pay your share of eligible medical expenses for you and your dependents whether or not you are enrolled in a high deductible health plan. You have to be enrolled in a high deductible health plan to make contributions to an HSA.

Can I participate in the HSA if I am eligible for Medicare?

If you are eligible for Medicare, but do not enroll for Medicare coverage and are enrolled in the High Deductible Health Plan, you can continue to participate in the HSA. Once you enroll for Medicare coverage, you can no longer contribute to an HSA and YU cannot make HSA contributions on your behalf.

What if I have amounts left in my HSA at the end of the year?

Any unused amounts in your HSA at the end of the year carry over to the following year and get

Is there a time frame in which I must use my HSA funds?

An HSA allows you to pay for or get reimbursement for any services provided *after* the HSA has been established. There is no time frame in which you must use your HSA funds.

What happens if I use the funds for ineligible expenses?

An HSA allows you to withdraw funds for any reason. *However*, you would need to pay ordinary tax and an additional penalty of 20% on any funds that are withdrawn for an ineligible expense. You are responsible for determining if an expense is an eligible medical expense and maintaining receipts for tax reporting and potential IRS audit purposes. At age 65, funds can be withdrawn for any reason and only ordinary tax applies.

If I am enrolled in single coverage under an HSA-compatible health plan, can HSA funds be used for my spouse or eligible dependent that are not under my health plan?