

The US Internal Revenue Service (IRS) Code (Section 125) provides for the pre-tax status of employee contributions for The University of Chicago's health plans (medical, dental, vision) and flexible spending accounts (FSAs). As a result, the IRS places limitations on the entry into, the changes to levels of coverage and the exit from our health plans and FSAs.

The IRS requires that elections and changes to participation in the health plans and FSAs be made:

- within 31 days of an employee's initial date of hire or date of benefits eligibility
- during the annual Open Enrollment period, or
- within thirty-one days of a qualifying change in status event (marriage, birth or adoption of child, divorce, etc.).

The IRS requires that we promulgate and adhere to such rules to maintain the favorable (pre-tax) treatment for employee contributions for our health and FSA plans. Our failure to follow these rules will jeopardize the pre-tax status for the contributions of all University of Chicago staff and faculty.