Open Enrollment 2021

**Group Insurance Commission**
The Massachusetts Group Insurance Commission's (GIC) Open Enrollment has begun. The open enrollment period this year is from April 6, 2020 to May 1, 2020. GIC has extended the enrollment period to June 1, 2020 to accommodate employees during these critical circumstances. The effective date for enrollment or changes is July 1, 2020. GIC has also provided employees with online forms that can be requested and completed through mass.gov/mygiclinc.

**Flexible Spending Account (FSA) and Dependent Care FSA**
The Flexible Spending Account (FSA) can be used for health care expenses. The Dependent Care FSA can be used for dependent care expenses. Flexible Spending Account's open enrollment is April 6, 2020 through June 1, 2020 with the effective date of July 1, 2020. Any participant wishing to continue to use their flexible spending account would need to enroll online at benefitstrategies.com and submit an enrollment/change form. Any participants wishing to discontinue their flexible spending account would not need to submit an enrollment/change form and their plan and contributions will cease July 1, 2020.

**Important dates regarding FSA:**
Flexible Spending Account Open Enrollment: April, 6 2020 - June 1, 2020  
FY2020 Plan Year: July 1, 2019 to June 30, 2020  
2½ Month Grace Period: July 1, 2020 to September 15, 2020  
Claim Filing Deadline: October 15, 2020