

**Happy  
2021  
SoNM!**



## **Important Benefit Information You Need To Know**



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### **1095-Cs**

As required by the Affordable Care Act, the SoNM provides 1095-C forms for full-time, benefits-eligible employees who are offered health insurance benefits through the SoNM. The form is a detailed report of offered benefits and employee's medical coverage enrollment status during the previous year.

The SoNM will provide each employee with a 1095-C form by March 2, 2021. All employees will receive their 1095-C documents via mail using the home address listed in SHARE. **Please ensure your information is correct.**

If employees do not receive the form by March 2, 2021, or if any information on the form is incorrect, employees should e-mail the Employee Benefits Bureau (EBB) at [GSDRMD.EBB@state.nm.us](mailto:GSDRMD.EBB@state.nm.us), or call 505.827.0447 to leave a voicemail with first and last name, address, agency, employee ID#, phone number and issue. Please place "1095- C" in the subject line if emailing.

Additional information and 1095-C FAQ's are available on the [www.mybenefitsnm.com](http://www.mybenefitsnm.com) website.



### **Special Rules for Health & Dependent Care FSAs**

On December 21, 2020, Congress passed a COVID-19 stimulus bill giving permission for the State of New Mexico (SoNM) to allow the carryover of health and dependent care Flexible Spending Accounts (FSAs) funds from 2020 to 2021.

This means participants in health and dependent care FSAs can carry over any remaining unused funds in their accounts into the next plan year 2020 to 2021, and 2021 to 2022.

Typically, the "use-it-or-lose-it" rule states that at the end of the plan year, any unused funds remaining in a member's medical or dependent care FSA are to be forfeited. As a practice, the Risk Management Division (RMD) has always allowed a grace period for health FSAs (up to March 15<sup>th</sup> of the new year to incur new claims against previous year funds, and up to March 31<sup>st</sup> to submit the necessary paperwork for that claim). Now, with Congress's Covid-19 **temporary rule**, employees are granted a *temporary* reprieve from the forfeiture rule.

Moreover, this temporary rule also allows employees to adjust their 2021 pledge amounts. Members who established their health and/or dependent care FSA pledge amounts during the 2020 Open Enrollment period can now adjust their pledge amount to accommodate any carryover of unused 2020 FSA funds; they will now begin the 2021 plan year with an available balance that includes the unused 2020 account funds. In other words, Participants will now have more money in their 2021 FSA health and/or dependent care accounts due to the carry-over of 2020 funds. Therefore the SoNM is allowing participants to lower (or increase) their 2021 pledge if they so choose.

The Risk Management Division will apply this temporary rule as requested by members so our employees can use the money they already <sup>pledged</sup> for health and dependent care and not lose it due to circumstances beyond their control.

To make changes to your medical or dependent care FSA account, complete the [SoNM Election Change Form](#) and submit directly to Erisa. If you have any questions please contact Erisa at 800.244.6000.

### **FSA Reimbursement – Get Your Money Faster**

Set up Direct Deposit through your online Employee Benefits FSA portal [BenefitsbyET.LH1ondemand.com](http://BenefitsbyET.LH1ondemand.com), or search for BenefitsbyET in the app store.

FSA Benefits administration provided by Erisa Administrative Services Inc., in partnership with Erisa Trust Company

**EASI**

Erisa Administrative Services, Inc.

Website: [mybenefitsnm.com/FSA.htm](http://mybenefitsnm.com/FSA.htm)

Email: [FSA@easitpa.com](mailto:FSA@easitpa.com)

Phone: 855.618.1800

Fax: 505.244.6009

## HR CORNER

**EBB December's HR Meeting** - New Mexico Retiree Health Care Authority was our guest speaker. Also discussed: 1095-C Documents, Prior Year Refunds, and of course HR-Reminders. Did you miss this meeting? Visit the Employee Benefits website at [www.mybenefitsnm.com](http://www.mybenefitsnm.com) where we archive all presented webinars.

## EMPLOYEES

**SHARE Personal Information** - Please ensure contact information (address, etc.) is up to date in order to receive your 1095-C Document. Please Note: address is required to be entered in the "Home address" component in SHARE.

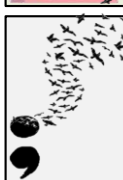
## Don't Miss these Upcoming Well-Being Solution Webinars!



Wednesday, 1/20/21 6:00pm

### \* Mental Health Awareness

<https://attendee.gotowebinar.com/register/645712804350091022>



Friday, 1/5/21 10:00am

### Suicide Awareness

<https://attendee.gotowebinar.com/register/8627045720143561230>



Tuesday, 1/26/21 6:00pm

### \* The Art of Patience

<https://attendee.gotowebinar.com/register/610317326028842254>



Thursday, 1/28/21 10:00am

### Developing Creativity

<https://attendee.gotowebinar.com/register/394600841240632334>

**\*Part of the "Dinner and a Webinar" series. See attached recipe to make attending a little easier!**

For full descriptions of webinars, visit our webpage at: <https://www.mybenefitsnm.com/Documents/Webinars-11.24.20-Master.pdf>

## TELEHEALTH VIDEO VISITS AT THE STAY WELL HEALTH CENTER FOR EMPLOYEES STATEWIDE



The Stay Well Health Center (SWHC) continues to offer video visits to ALL medically covered SoNM/LPB employees and their covered dependents. It's easy to get the quality medical attention you need from the convenience of your home. At a time when leaving your home has become a difficult choice, the SWHC extends the opportunity to have your doctor's appointment via telephone or video visit absolutely free. Call 505.827.2485 to schedule your appointment.

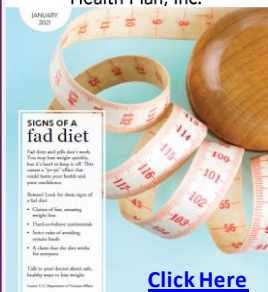
### Missed Appointments

We ask that you PLEASE let us know when you won't be able to keep your appointment. Call us (505.827.2485) and cancel your appointment so a fellow member can be seen when they need it most. Thank You!



## Carrier Corner

**PRESBYTERIAN**  
Health Plan, Inc.



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Finding the Right Dentist for You

[Click Here](#)

## Resilience

Your life journey is uniquely unmapped and unpredictable. Each roadblock you experienced along the way is a chance for you to learn how to adapt and become more resilient.

[Click Here](#)



## Well-Being Solutions

### Resilience Building Techniques

[Click Here](#)



[Click Here](#)

