

A background image showing a close-up of business professionals in an office setting. One person is holding a pen, and another is using a calculator on a desk with papers and a laptop.

One Big Beautiful Bill Act

Changes for Employee Benefits

On July 4, 2025, President Donald Trump signed a major tax and spending bill, commonly referred to as the “One Big Beautiful Bill Act” (OBBB Act), into law. The OBBB Act includes changes for employee benefit plans.

The OBBB Act will:

- Expand the availability of health savings accounts (HSAs)
- Permanently extend the telehealth exception for high deductible health plans (HDHPs)
- Increase the maximum annual limit for dependent care flexible spending accounts (FSAs)
- Allow employers to help pay employees’ student loans beyond 2025 and make cost-of-living adjustments to the tax exclusion for educational assistance programs
- Allow employers to contribute up to \$2,500 per year to a new type of tax-advantaged account for children, called a “Trump Account”

Contact us today for further resources on employee benefits-related provisions from the OBBB Act.