

Benefits Breakdown

February 2026

New IRS Guidance on the OBBBA's Expansion of HSAs



The IRS recently issued [Notice 2026-5](#), providing guidance on the expanded availability of health savings accounts (HSAs) under the [One Big Beautiful Bill Act](#) (OBBBA), which was signed into law by President Donald Trump on July 4, 2025. The OBBBA's changes expand the availability of HSAs in the following ways:

- Permanently extend the ability to receive **telehealth and remote care services** before meeting the high deductible health plan (HDHP) deductible while remaining HSA-eligible. This extension applies to plan years beginning after Dec. 31, 2024.
- Allow individuals enrolled in certain **direct primary care (DPC) arrangements** to contribute to HSAs and use their HSA funds tax-free to pay periodic DPC fees. Furthermore, the OBBBA treats DPC fees as a medical care expense that can be paid for using HSA funds.
- Designate **bronze and catastrophic plans** available through an Affordable Care Act (ACA) Exchange as HSA-compatible, regardless of whether they satisfy the requirements for HDHPs.

The OBBBA includes a broad set of employee benefit plan changes, most of which take effect in 2026. Employers should review these changes to ensure compliance with new regulations. Contact us today for more resources.

First GLP-1 Oral Pill for Weight Loss Available

As of Jan. 5, the first and only oral glucagon-like peptide-1 (GLP-1) pill approved for weight loss is available to consumers by prescription. The pill is available at more than 7,000 U.S. pharmacies, including CVS and Costco, as well as several popular telehealth providers, such as Ro, LifeMD and Weight Watchers.

The U.S. Food and Drug Administration (FDA) [approved](#) the oral Wegovy pill, which contains the active ingredient semaglutide, for the treatment of obesity and weight management on Dec. 22, 2025. While [Rybelsus](#) is another FDA-approved GLP-1 oral medication, it is only approved to reduce cardiovascular risk in adults with Type 2 diabetes. Rybelsus is sometimes prescribed off-label for weight loss.

This latest FDA approval marks a shift in obesity treatment. Weekly injections that can spur significant weight loss currently dominate the market. While the pill forms of GLP-1 drugs appear to be somewhat less potent, they are likely more convenient to take, which could substantially broaden the use of GLP-1s for weight loss. Wall Street analysts predict that GLP-1 drugs—both injectable and oral—will generate annual sales exceeding \$100 billion by 2030.

Employer Takeaway

According to KFF, 1 in 8 Americans already take a GLP-1 medication for weight loss. The new Wegovy pill likely represents an incoming era of even more widespread access to GLP-1 weight loss drugs. Furthermore, Novo Nordisk's weight loss pill could soon be joined by Eli Lilly's experimental GLP-1 pill (orforglipron), which succeeded in late-stage testing in 2025.

The popularity of GLP-1 drugs for weight loss continues to rise, so employers can stay up to date on developing prescription drug market trends to help them stay educated and inform their benefits decisions.

