



Benefits Administration Letter

Number: 19-403

Date: October 22, 2019

Subject: 2019 Federal Benefits Open Season: FSAFEDS, FEDVIP and FEHB Program Significant Plan Changes

This Benefits Administration Letter (BAL) is the third in our series of 2019 Federal Benefits Open Season BALs for the Federal Flexible Spending Account Program (FSAFEDS), the Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Employees Health Benefits (FEHB) Program. This BAL provides information on significant plan changes for the FEHB Program for 2020.

There are no significant changes for 2020 for FSAFEDS or FEDVIP.

This year's Federal Benefits Open Season will run from Monday, November 11 through Monday, December 9, 2019.

FEHB PROGRAM

The remainder of this letter provides important information on the significant changes affecting certain plans in the FEHB Program for the upcoming Open Season. The **first attachment** to this BAL identifies the FEHB plans and their corresponding significant changes. Some of these events will require action on the part of agencies and enrollees.

Please note there are plans leaving the FEHB Program at the end of 2019. Employees in these terminating plans **must** enroll in a new plan during Open Season or they will be enrolled in the GEHA Indemnity Benefit Plan - Elevate option (the lowest-cost nationwide plan option for 2020 as determined by OPM). To inform employees of these terminating plans, please distribute this list throughout your agencies. It is your responsibility to monitor employees who are covered by these terminating plans and follow up with those who have not submitted an enrollment change before the end of Open Season.

TIP: Distribute the attached list of significant FEHB plan changes to all employees so they can check to see if they will be affected by 2020 FEHB plan or service area terminations.

Table 1: Plans Leaving the FEHB Program

What Must Employees Do?

- Employees in terminating plans (**Table 1**) must enroll in a new health plan during Open Season. If they do not enroll in a new plan, they will be enrolled in the GEHA Indemnity Benefit Plan - Elevate option (the lowest-cost nationwide plan option for 2020 as determined by OPM).
- **New Coverage:** Coverage under an enrollee's new health plan will be effective the first day of the first pay period beginning on or after January 1, 2020; **for most employees this will be Sunday, January 5, 2020.** Enrollees will remain covered and receive the 2019 benefits of the old plan until coverage under the new plan becomes effective.

What Must You Do?

- You must notify employees enrolled in the plans listed in **Table 1** to select new plans. Advise your employees if they do not choose new plans, they will be enrolled in the GEHA Indemnity Benefit Plan - Elevate option (the lowest-cost nationwide plan option for 2020 as determined by OPM).
- Distribute copies of this list to employees with your agency's notice about Open Season, along with copies of the **second attachment**, *FastFacts: What to do When Your Health Plan is Terminating Coverage in Your Area or Leaving the Federal Employees Health Benefits (FEHB) Program*.
- Follow up with employees in these plans and remind them to select new plans.
- **Belated changes:** Some employees still might not receive instructions to change plans during Open Season. We encourage you to be liberal in accepting belated Open Season changes from employees enrolled in terminating plans or plans with service area reductions and/or terminating enrollment codes.

What Will Health Plans Do?

Plan Notification: The plans in **Table 1** have been instructed to notify enrollees of the need to select new plans for 2020; however, because some plans' enrollment and address lists may not be up-to-date, we encourage you to accept belated changes.

Table 2: FEHB Plans Reducing Service Areas Without Terminating Enrollment Codes

What Must Employees Do?

Employees in the service areas being terminated should elect a new health plan for 2020; employees who do not choose a new health plan will only have emergency services where they live and will have to travel to their plan's remaining service area to receive full benefits.

What Must You Do?

- You must notify employees enrolled in the plans listed in **Table 2** to select a new plan if they live in a service area which is being terminated. Advise your employees if they do not choose a new plan, they will only have emergency services where they live and they will have to travel to their plan's remaining service area to receive full benefits in 2020.
- Distribute copies of this list to employees with your agency's notice about Open Season along with copies of the **second attachment**, *FastFacts: What to do When Your Health Plan is Terminating Coverage in Your Area or Leaving the Federal Employees Health Benefits (FEHB) Program*.
- Follow up with employees in these plans and remind them to select a new plan.
- **Belated changes:** Some employees still might not receive instructions to change plans during Open Season. We encourage you to be liberal in accepting belated Open Season changes from employees enrolled in a plan reducing its service area.

What Will Health Plans Do?

Plan Notification: The plans in **Table 2** have been instructed to notify enrollees that their respective service areas are being terminated. If enrollees do not choose another health plan, the enrollees will only have emergency services where they live and they will have to travel to their plan's remaining service area to receive full benefits in 2020. However, because a plan's enrollment and address lists may not be up-to-date, we encourage you to accept belated changes.

Table 3: FEHB Plan Terminating Option and Enrollment Codes

What Must Employees Do?

- Employees in the plan dropping an option (**Table 3**) may choose a new health plan during Open Season or remain with their current plan and be switched automatically into the plan's option specified in **Table 3**.
- **New Coverage:** Coverage under an enrollee's new health plan or option will be effective the first day of the first pay period beginning on or after January 1, 2020; **for most employees this will be Sunday, January 5, 2020.** Enrollees will remain covered and receive the 2019 benefits of the old option until coverage under the new option becomes effective.

What Must You Do?

- Advise your employees who are enrolled in the plan that is dropping an option (**Table 3**) that if they do not choose a new health plan, they will be automatically transferred into the plan's option as specified in **Table 3**.
- Distribute copies of this list to employees with your agency's notice about Open Season.

- Follow up with employees in the plan and remind them that if they do not choose a new health plan, they will be automatically transferred into the plan's option specified in **Table 3**.
- **Belated changes:** Some employees still might not receive instructions regarding their plan dropping an option. We encourage you to be liberal in accepting belated Open Season changes from employees enrolled in the plan dropping an option listed in **Table 3**.

What Will the Health Plan Do?

- **Plan Notification:** The plan in **Table 3** has been instructed to notify enrollees that their current plan option is being discontinued and that if they do not change to another plan during Open Season, they will be switched automatically into the plan's option specified in **Table 3**.

Table 4: Plans Adding New Options and Enrollment Codes

Table 5: Service Area Expansions Without New Enrollment Codes

Table 6: Service Area Expansions Adding New Enrollment Codes

Table 7: New Plan Entering the FEHB Program

What Must You Do?

You must include the plans with new options, the plans with expanded service areas, and the new plan entering the FEHB Program (Tables 4-8) when you count the number of eligible employees and place your order for brochures.

CONCLUSION

We encourage you and your employees to visit our website at www.opm.gov/openseason for the most up-to-date information. Please note that 2020 plan information will be posted on our website in early November. We look forward to working with you to ensure Federal employees have a successful Open Season.

Sincerely,

Laurie Bodenheimer
Acting Director
Healthcare and Insurance

Attachments