

**Office of
Personnel Management**
The Federal Government's Human Resources Agency



Tribal Benefits Administration Letter

Number: 20-703

Date: November 2, 2020

**Subject: 2020 FEHB Open Season for Tribal Employees: FEHB Program
Significant Plan Changes**

This Tribal Benefits Administration Letter (TBAL) is the third in our series of 2020 Federal Employees Health Benefits (FEHB) Open Season for Tribal Employees TBALs. This TBAL provides information on significant plan changes for the FEHB Program for 2021. This year's Open Season for Tribal Employees will run from Monday, November 9, through Monday, December 14, 2020.

This TBAL provides important information on the significant changes affecting certain plans in the FEHB Program for the upcoming Open Season. **Attachment 1: FEHB Significant Plan Changes** to this TBAL identifies the plans and their corresponding significant changes. Some of these events will require action on the part of tribal employers and tribal employees.

Please note there are two plans leaving the FEHB Program at the end of 2020. Tribal employees in these terminating plans **must** enroll in a new plan during Open Season or they will be enrolled in GEHA Indemnity Benefit Plan Elevate (the lowest-cost nationwide plan option for 2021 as determined by OPM). To inform employees of these terminating plans, please distribute this list to your employees. 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 2021 FEHB plan or service area terminations.

Table 1: Plans Leaving the FEHB Program and

Table 2: Plans Reducing Service Areas and Terminating Enrollment Codes

What Must Tribal Employees Do?

- Tribal employees in terminating plans (**Table 1**) or service area reductions with terminating enrollment codes (**Table 2**) must enroll in a new health plan during Open Season. If they do not enroll in a new FEHB plan, they will be enrolled in GEHA Indemnity Benefit Plan Elevate (the lowest-cost nationwide plan option for 2021 as determined by OPM). See [Tribal Benefits Administration Letter 16-601 Enrollment Options Following the Termination of a Plan or Plan Option](#) for additional information on how to automatically enroll individuals who do not make an enrollment election during the allotted time period.
- **New Coverage:** Coverage under an FEHB enrollee's new health plan will be effective beginning January 1, 2021. FEHB enrollees will remain covered and receive the 2020 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 and Table 2** to select new plans. Advise your employees if they do not choose new FEHB plans, they will be enrolled in GEHA Indemnity Benefit Plan Elevate (the lowest-cost nationwide plan option for 2021 as determined by OPM).
- Distribute copies of this list to tribal employees with your tribal employer's notice about Open Season along with copies of the **Attachment 2: 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 tribal 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 tribal employees enrolled in terminating plans or plans with service area reductions and terminating enrollment codes.

What Will Health Plans Do?

Plan Notification: The plans in **Table 1 and Table 2** have been instructed to notify FEHB enrollees of the need to select new FEHB plans for 2021; however, because some plans' enrollment and address lists may not be up-to-date, we encourage you to accept belated changes.

Table 3: Plans Terminating Option and Enrollment Codes

What Must Employees Do?

- Tribal employees in the plan dropping an option and enrollment codes (**Table 3**) will be automatically enrolled into the plan option that is identified in the attached table unless they enroll in another plan during Open Season. See [Tribal Benefits Administration Letter 16-601 Enrollment Options Following the Termination of a Plan or Plan Option](#).
- **New Coverage:** Coverage under an enrollee's new health plan or option will be effective January 1, 2021.

What Must You Do?

- Advise your tribal 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 specified in **Table 3**.
- Distribute copies of this list to tribal employees with your tribal employer's notice about Open Season.
- Follow up with tribal 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 tribal 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 tribal employees enrolled in the plan dropping an option listed in **Table 3**.

What Will the Health Plan Do?

- **Plan Notification:** The plans in **Table 3** have 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: New Plan Entering the FEHB Program

Table 7: Plans Changing Name

What Must You Do?

You must include the plans with new options, the plans with expanded service areas, and the new plans entering the FEHB Program (Tables 4-7) when you count the number of eligible tribal employees and place your order for brochures. Plan contact information is available on our website at www.opm.gov/plancontacts.

We encourage you and your tribal employees to visit our website at www.opm.gov/tribalprograms for the most up-to-date information. Please note that 2021 Plan information will be posted on our website in early November.

We look forward to working with you to ensure tribal employees have a successful Open Season.

Sincerely,

Laurie Bodenheimer
Acting Director
Healthcare and Insurance

Attachments

Attachment 1: FEHB Program Significant Plan Changes

Attachment 2: FastFacts: What to do When Your Health Plan is Terminating Coverage in Your Area or Leaving the Federal Employees Health Benefits (FEHB) Program