



United States Office of Personnel Management  
Healthcare and Insurance

## **Benefits Administration Letter**

**Number:** 25-402

**Date:** November 4, 2025

### **Subject: 2025 Federal Benefits Open Season: Significant Plan Changes for the Postal Service Health Benefits (PSHB) Program and the Federal Employees Dental and Vision Insurance Program (FEDVIP)**

This Benefits Administration Letter (BAL) provides information on significant Postal Service Health Benefits (PSHB) Program and Federal Employees Dental and Vision Insurance Program (FEDVIP) plan changes for 2026.

The 2025 Federal Benefits Open Season begins November 10, 2025, and continues through December 8, 2025. Information regarding ordering and distributing materials and conducting the Open Season can be found in the [Open Season Manual](#).

The attachments identify PSHB and FEDVIP plans and their corresponding significant changes. Some of these changes will require action on the part of the employing office and/or enrollees.

There is one plan leaving the PSHB Program at the end of 2025. Employees in this terminating plan must enroll in a new plan during Open Season or they will be enrolled in Blue Cross Blue Shield Service Benefit Plan FEP Blue Focus (the designated plan option for 2026 as determined by OPM). See [Benefit Administration Letter 16-202 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.

There is one dental plan leaving FEDVIP at the end of 2025. Employees in the terminating plan must enroll in a new plan during Open Season if they want to have dental insurance coverage in 2026. There is no enrollment into a designated plan option under FEDVIP.

## **Table 1: Plans Leaving the PSHB Program that will Continue to Participate in the Federal Employees Health Benefits Program**

### **What Must Employees Do?**

- Employees in plans leaving the PSHB Program must enroll in a new PSHB plan during Open Season. If they do not enroll in a new plan, their employing office will enroll them in Blue Cross Blue Shield Service Benefit Plan FEP Blue Focus (the designated plan for 2026 as determined by OPM.)
- New Coverage: Enrollees' coverage under their new health plan will be effective on January 1, 2026.
- Continued Coverage: Enrollees' coverage under their current plan will remain in effect until the new plan becomes effective.

### **What Must You Do?**

- You must notify employees enrolled in the PSHB plans listed in Table 1 of Attachment 1 to select new plans. Advise employees if they do not choose new plans, they will be enrolled in Blue Cross Blue Shield Service Benefit Plan FEP Blue Focus (the designated default plan option for 2026 as determined by OPM). See [Benefit Administration Letter 16-202 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.
- Distribute copies of Tables to affected employees with your employing office's notice about Open Season along with copies of Attachment 3: FastFacts - What to Do When Your Health Plan is Terminating Coverage in Your Area or Leaving the Postal Service Health Benefits (PSHB) Program
- Follow up with employees in these plans and remind them to select new plans.

### **What Will PSHB Carriers Do?**

- Plan Notification: The PSHB Carriers have been instructed to notify enrollees of the need to select a new plan for 2026.

## **Table 2: Plans Reducing Service Areas Without Terminating Enrollment Codes**

### **What Must Employees Do?**

- Employees who are enrolled in plans that are reducing service areas should elect a new health plan for 2026. If an employee does not choose a new health

plan, they will only be covered for 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 of Attachment 1 to select a new plan if they live in a service area that is being terminated. Advise your employees if they do not choose a new plan, they will only be covered for emergency services where they live and they will have to travel to their plan's remaining service area to receive full benefits in 2026.
- Distribute copies of the Tables to employees with your employing office's notice about Open Season and copies of Attachment 3: FastFacts- What to Do When Your Health Plan is Terminating Coverage in Your Area or Leaving the Postal Service Health Benefits (PSHB) Program.
- Follow up with employees in these plans and remind them to select a new plan.

### **What Will PSHB Carriers Do?**

- Plan Notification: The PSHB Carriers in Table 2 of Attachment 1 have been instructed to notify enrollees that their respective plan service areas are being terminated. If enrollees do not choose another health plan, the enrollees will only be covered for emergency services where they live and they will have to travel to their plan's remaining service area to receive full benefits in 2026.

### **Table 3: Enrollment Code Merger with Terminating Enrollment Codes**

#### **What Must Employees Do?**

- Employees in a plan whose enrollment code is merging with another will be automatically moved into their PSHB Plan's 2026 enrollment code, unless they change health plans during Open Season.
- New Coverage: Enrollees' coverage under their new health plan will be effective January 1, 2026.
- Continued Coverage: Enrollees' coverage under their current plan will remain in effect until the new plan becomes effective.

#### **What Must You Do?**

- You must ensure enrollees are automatically moved into the surviving PSHB 2026 codes unless the enrollees select another PSHB plan during Open Season.
- Distribute copies of the Tables to employees with your employing office's notice about Open Season.

## **Other Tables of Significant Plan Changes**

The remaining changes are summarized in Table 4 for ease of reference. [Plan contact](#) information is available on our website.

Table 4: Service Area Expansions Without New Enrollment Codes

## **Significant Plan Changes for the Federal Employees Dental and Vision Insurance Program (FEDVIP)**

### **Attachment 2: Plan Leaving the FEDVIP Program**

- HealthPartners Dental, a regional dental carrier, will exit the FEDVIP Program in December 2025 and will not provide coverage in 2026. HealthPartners Dental enrollees must select a new dental plan option if they wish to continue their FEDVIP dental coverage in 2026.

### **What Must Employees Do?**

- Employees in terminating dental plans must enroll in a new dental plan during Open Season to maintain dental coverage in 2026.
- New Coverage: Enrollees' coverage under their new dental plan will be effective beginning on January 1, 2026.
- Continued Coverage: Enrollees' coverage under their current dental plan will remain in effect until the new dental plan becomes effective.

### **What Must You Do?**

- Distribute copies of Attachment 2 to employees with your employing office's notice about Open Season, noting that enrollees in HealthPartners Dental must select a new dental plan option during Open Season to ensure dental coverage for 2026. Please note that HealthPartners Dental serves enrollees in Iowa, Minnesota, North Dakota, South Dakota and Wisconsin.

### **What Will Dental Plans Do?**

- Plan Notification: The FEDVIP Carrier in Attachment 2 has been instructed to notify enrollees of the need to select new dental plans for 2026.
- BENEFEDS Notification: BENEFEDS will send notifications by mail and email to impacted enrollees prior to and during Open Season.

## **Conclusion**

We encourage you and your employees to visit our [Open Season](#) website for the most up-to-date information. Please note that 2026 plan information will be posted on our website in November 2025.

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

Sincerely,

D. Shane Stevens  
Associate Director  
Healthcare and Insurance

Encl.:

Attachment 1: PSHB Significant Plan Changes

Attachment 2: FEDVIP Significant Plan Changes

Attachment 3: FastFacts- What to Do When Your Health Plan is Terminating Coverage in Your Area or Leaving the Postal Service Health Benefits (PSHB) Program