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LABOR RELATIONS



July 9, 2021

Mr. Brian J. Wagner  
President  
National Association of Postal  
Supervisors  
1727 King Street, Suite 400  
Alexandria, VA 22314-2753

Dear Mr. Wagner:

As a matter of general interest, the United States Office of Personnel Management (OPM) issued a Benefits Administration Letter (BAL) to all employing agencies titled Federal Employees Health Benefit Program (FEHB): Removal of Ineligible Family Members from Enrollments. The BAL pertains to OPM's regulation on this subject. The regulation outlines steps employing offices are required to take to request proof of family member eligibility for FEHB coverage and the process for enrollees to request reconsideration of a decision to remove an individual from FEHB coverage.

We have enclosed for your review a Stand-up Talk on Family Member FEHB Enrollments, a copy of the FEHB Dependent Verification letter to employees enrolled in self plus one and self and family, and the PostalEASE FEHB worksheet.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "David E. Mills", with a stylized flourish extending to the right.

David E. Mills  
Director  
Labor Relations Policies and Programs

Enclosures



[Date]

[INSERT EMPLOYEE NAME AND ADDRESS]

Dear XXX,

The Office of Personnel Management (OPM) issued a Benefits Administration Letter (BAL) to all employing agencies titled Federal Employees Health Benefit Program (FEHB): Removal of Ineligible Family Members from Enrollments. The BAL pertains to OPM's regulation on this subject. The regulation outlines steps employing offices are required to take to request proof of family member eligibility for FEHB coverage and the process for enrollees to request reconsideration of a decision to remove an individual from FEHB coverage.

The BAL stresses the critical role employing offices play in ensuring the integrity of the FEHB enrollment process and in addressing potential ineligible family member coverage. To this end, the BAL reminds employing agencies that under the regulation, employing agencies, OPM or an FEHB Carrier may request proof of family member eligibility from an employee at any time for existing Self Plus One and Self and Family enrollments. In accordance with the BAL and regulation, the Postal Service will begin the process of determining how best to review existing enrollments for eligibility in situations where there are questions or concerns about a family member's eligibility.

If you are currently enrolled in FEHB coverage, please take the time to verify the eligibility of any and all family members covered under your FEHB enrollment at this time. You can review your dependents and other FEHB enrollment information in PostalEASE in the Federal Employees Health Benefits section. You can find more information about eligible family members in PostalEASE in the Federal Employees Health Benefits section under the Additional Information Links, "Family Member Eligibility" tab, and in the ELM, Sections 521.4 (Family Members Eligible), 521.5 (Relatives Not Eligible), and 521.6 (Former Spouses). The attached document may also assist because it provides a table with the list of documents that may establish family member eligibility for FEHB coverage.

No action is needed if your dependent information in PostalEASE in the Federal Employees Health Benefits section is accurate. However, if your dependent information is not correct, then you must use the PostalEASE FEHB worksheet (USPS-24) which is available at <https://blue.usps.gov/hr/pdf/hrssc-info/postalease-worksheet.pdf> to make any needed changes. And this updated form must be mailed or faxed to the Human Resources Shared Services Center (HRSSC) by August 31, 2021:

If you have any questions or need to update your dependent information to remove family members who are no longer eligible, please contact the HRSSC at 877-477-3273. Any changes that need to be made, must be submitted to the HRSSC by August 31, 2021.

HQ Compensation and Benefits

Encl. FEHB Family Member Eligibility Documents

# How to Use *PostalEASE* to Manage Your FEHB Enrollment

The *PostalEASE* telephone system and web sites provide a convenient, confidential, and secure way for you to newly enroll, change your current enrollment, or cancel your enrollment in the Federal Employees Health Benefits (FEHB) Program. If you have access to *PostalEASE* on the Internet (<https://liteblue.usps.gov>), at an Employee Self-Service Kiosk (available in some facilities), or on the Postal Service Intranet (from the Blue page), using either of these may be easier than using the telephone.

**NOTE:** Use your USPS Employee ID number (EIN) and USPS Self-Service Password (SSP) to access *LiteBlue*® and *PostalEASE*® via the web. Use your USPS EIN and current 4-digit USPS PIN to conduct self-service transactions on the telephone using Interactive Voice Recognition (IVR). If you don't know your USPS Self-Service Password or USPS PIN, you can reset them using the Self-Service Profile Application at [www.ssp.usps.gov](http://www.ssp.usps.gov) or via links provided on Blue and on the LiteBlue login page.

## Through *PostalEASE* you may:

- Make a change to your current enrollment during FEHB Open Season.
- Make an election as a new employee within 60 days of your date of hire.
- Update your dependents' information for your Self Plus One and Self and Family enrollments.
- If you are making an enrollment change due to a qualifying life event (QLE), you will need to mail pages 3-5 to the Human Resources Shared Service Center (HRSSC).

## Qualifying Life Event (QLE):

You cannot use *PostalEASE* to newly enroll, to change your enrollment, or to cancel or reduce your coverage due to a qualifying life event (QLE). You must contact the Human Resources Shared Service Center (HRSSC) to assist you with these actions.

If you are making an enrollment change due to a QLE, you will need to mail pages 3 - 5 to the Human Resources Shared Service Center (HRSSC).

**If you are not making any changes to your current FEHB enrollment, then you do not need to do anything.**

## Preparing for *PostalEASE* FEHB Enrollment

1. Read the Privacy Act Statement on page 5.
2. Read and understand your health benefits information - available at <https://liteblue.usps.gov/fehb>.
3. Have the following information ready before using *PostalEASE*.
  - a. Your **Employee ID Number (EIN)**, which is printed at the top of your earnings statement. Enter all 8 digits, even if the first number is a zero.
  - b. Your **USPS Self-Service Password (SSP)**. If you have forgotten your SSP, you can logon with your SSP Credentials and answer two security questions to get started in order to reset your password via the internet (<https://liteblue.usps.gov>). Click the "Forgot Your Password?" option. If you have not set up your password in the Self Service Profile application you may set one up through <https://ssp.usps.gov>. You may also request your password reset at an Employee Self-Service Kiosk (available at some facilities), or on the Intranet (from the Blue page) via the Human Resources website.
  - c. If accessing *PostalEASE* using the **Employee Self-Service Line (1-877-477-3273, option 1)** you will also need your four-digit USPS PIN. You can reset a forgotten PIN by logging onto the Self-Service Profile application using the URL <https://ssp.usps.gov> and following the prompts or by contacting the Human Resources Shared Service Center on 1-877-477-3273, option 5. Enter your EIN and when prompted for your PIN, press 2. Your USPS PIN will be mailed to your address of record.
  - d. Your daytime **phone number**.
  - e. The **name of the health benefits plan** in which you are enrolling.
  - f. The **enrollment code of the health benefits plan** in which you are enrolling. For the name and enrollment code, refer to <https://liteblue.usps.gov/openseason25> where you will find links to premiums and plan brochures.
  - g. The names, Social Security Numbers, addresses, dates of birth, e-mail addresses and telephone numbers for all **eligible family members** that will be covered under your health benefits enrollment, including those who don't live with you. For more information on family member eligibility, go to <https://liteblue.usps.gov/fehb> where you will find the FEHB Program Guide.
  - h. The name and policy number of any **other group insurance** you or any of your eligible family members may have (including TRICARE®, Medicare, etc.).
  - i. If you are changing plans or canceling coverage, the **enrollment code** of the health benefits plan in which you are **currently enrolled** — that is, the plan that you will not have after your choice takes effect. The enrollment code for your current plan is found on your biweekly earnings statement. It is the three-character code that follows the letters "HP" or "HT." For example, the Blue Cross Self and Family Standard plan will be shown as HP105SLF or HT105FAM, and you will enter the code 105 in *PostalEASE*. You may also refer to health plan brochures on OPM's website [www.opm.gov/healthcare-insurance/healthcare/plan-information](http://www.opm.gov/healthcare-insurance/healthcare/plan-information).
4. Complete the worksheet on the following pages, using the information you prepared above.

# How to Use *PostalEASE* to Manage Your FEHB Enrollment

## ***Now You Are Ready To Enroll***

- If you have access to the *PostalEASE* Employee Web on the Internet (<https://liteblue.usps.gov>), at an Employee Self-Service Kiosk (available in some facilities), or on the Postal Service Intranet (from the Blue page), using these may be simpler than using the telephone. Just follow the instructions.
- Otherwise, call the Employee Service Line to reach *PostalEASE* toll-free at 1-877-4PS-EASE (1-877-477-3273, option 1) or 1-866-260-7507 for TTY.
- When prompted, select Federal Employees Health Benefits.
- Follow the script and prompts to enter your EIN, USPS PIN and information from your completed *PostalEASE* FEHB Worksheet.

## ***After Completing Your Entries You Should Note the Following Information***

- Record the confirmation number you receive from *PostalEASE*: \_\_\_\_\_
- Your enrollment will be processed on this date: \_\_\_\_\_
- Your enrollment will be reflected in your paycheck that is dated: \_\_\_\_\_

It is recommended that you keep this information and your *PostalEASE* FEHB Worksheet.

You may contact the Human Resources Shared Service Center (HRSSC) for assistance if:

- you are deaf or hard of hearing, or
- you cannot use the telephone, Internet, Employee Self Service kiosk or Intranet for a medical reason, or
- you receive a message in *PostalEASE* directing you to contact the HRSSC when attempting to make a change.

Just call the Employee Service Line at 1-877-477-3273. When prompted, select 5 for the HRSSC. Then select Benefits to speak with a representative who will assist you.

To reach the HRSSC using TTY, call 1-866-260-7507. Leave your name and email address or phone number where you can be reached along with a message indicating your call is regarding a *PostalEASE* related issue.

If you currently have an FEHB enrollment and you do not want to make any changes . . . ***do nothing.***

**Dual enrollment** is when you or an eligible family member under your Self Plus One or Self and Family enrollment are covered under more than one FEHB enrollment. No enrollee or family member may receive benefits under more than one FEHB enrollment.

If you or a family member receives benefits under more than one plan, it is considered fraud and you are subject to disciplinary action.

**WARNING:** Additionally, any intentionally false statement or willful misrepresentation in your application for Federal Employees Health Benefits coverage is a violation of the law and punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001)

# PostalEASE FEHB Worksheet

**Changes due to a qualifying life event (QLE) cannot be made via PostalEASE**

This worksheet will help you prepare to call PostalEASE, or use PostalEASE on the Internet (<https://liteblue.usps.gov>), on an Employee Self-Service Kiosk (now available in some facilities) or on the Postal Service Intranet (from the Blue page). You may contact the Human Resources Shared Service Center (HRSSC) by calling 1-877-477-3273, Option 5 or TTY, 1-866-260-7507 for assistance if:

- you are deaf or hard of hearing or
- you cannot use the telephone, Internet, Employee Self Service kiosk or Intranet for a medical reason or
- you receive a message in PostalEASE directing you to contact the HRSSC when attempting to make a change.

**Please Note:**

- You will need to **provide documentation** if your election is due to a QLE and that you are contacting the HRSSC within the required time frame.

For more information on QLEs, please refer to <https://liteblue.usps.gov/qle4>

Except for open season and adding eligible family members, most enrollments and changes of enrollment are effective on the first day of the pay period after receipt of this form at the HRSSC. The HRSSC can give you the specific date on which your enrollment or enrollment change will take effect.

## Part 1 -- Employee Information

☐ Career

☐ Non-career

Your Name (Last, First, Middle Initial)

Employee ID

Your Gender: ☐ Male

☐ Female

Married: ☐ Yes

☐ No

Daytime Telephone Number (including area code)

Email address:

## Your Other Group Insurance (Not used for waiving enrollment as a new employee).

**1) Are you covered by insurance other than Medicare?**

☐ Yes ☐ No

If YES, indicate type of other insurance in item 2.

**2) Identify Type of Other Insurance Coverage**

☐ Medicare Part A ☐ Medicare Part B ☐ Medicare Part D

☐ TRICARE

☐ OTHER \_\_\_\_\_

Other Insurance Policy No. \_\_\_\_\_

(No person may be covered under more than one FEHB enrollment.)

## Part 2 -- Type of Action You Are Requesting

1) Open Season: ☐ New Enrollment ☐ Change Current Enrollment ☐ Cancel Enrollment

2) New Hire: ☐ New Enrollment ☐ Waive Enrollment

**3) QLE or Special Enrollment**

☐ New Enrollment

☐ Cancel Enrollment

☐ Change Current Enrollment

☐ Update Dependent List Only

If updating dependent list complete parts 4-7

☐ Waive Enrollment

**Type of QLE Actions**

In most cases enrollment must be received at the HRSSC within 60 days after the QLE

Marriage: \_\_\_\_\_ (Date)

Divorce: \_\_\_\_\_ (Date)

Birth of Child: \_\_\_\_\_ (Date)

Dependent Death: \_\_\_\_\_ (Date)

Other: \_\_\_\_\_ (Date)

## Part 3 -- Enrollment Plan Name And Plan Code

1) New Plan Name:

2) New Enrollment Code: \_\_\_\_\_

☐ Self Only

☐ Self Plus One

☐ Self and Family

3) Old Plan Enrollment Code (if you are changing plans or canceling your current plan)

# PostalEASE FEHB Worksheet

Employee Name: \_\_\_\_\_ EIN: \_\_\_\_\_

## Part 4 — Dependent Information (for Self Plus One and Self and Family coverage only)

A complete mailing address (if different from the USPS employee's) and other insurance information, if any, must be provided for each covered dependent.

1) ☐ Please check here if all dependents reside with you. No person may be covered by more than one FEHB enrollment.

2) Complete the following information for each dependent

Name of family member (last, first, middle initial)	Social Security Number	Date of Birth (mm/dd/yyyy)	Sex <input type="checkbox"/> M <input type="checkbox"/> F	Relationship Code*
---	------------------------	----------------------------	---	--------------------

Address (if different from enrollee)	If covered by Medicare, check all that apply <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> D	Medicare Claim Number
	Is this family member covered by insurance other than Medicare? <input type="checkbox"/> Yes, indicate below. <input type="checkbox"/> No	

Indicate the type(s) of other insurance:

☐ FEHB ☐ TRICARE ☐ Other Name of other insurance: \_\_\_\_\_ Policy Number: \_\_\_\_\_

Email address (if home address is different from enrollee's) \_\_\_\_\_ Preferred telephone number (if home address is different from enrollee's) \_\_\_\_\_

Name of family member (last, first, middle initial)	Social Security Number	Date of Birth (mm/dd/yyyy)	Sex <input type="checkbox"/> M <input type="checkbox"/> F	Relationship Code*
---	------------------------	----------------------------	---	--------------------

Address (if different from enrollee)	If covered by Medicare, check all that apply <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> D	Medicare Claim Number
	Is this family member covered by insurance other than Medicare? <input type="checkbox"/> Yes, indicate below. <input type="checkbox"/> No	

Indicate the type(s) of other insurance:

☐ FEHB ☐ TRICARE ☐ Other Name of other insurance: \_\_\_\_\_ Policy Number: \_\_\_\_\_

Email address (if home address is different from enrollee's) \_\_\_\_\_ Preferred telephone number (if home address is different from enrollee's) \_\_\_\_\_

Name of family member (last, first, middle initial)	Social Security Number	Date of Birth (mm/dd/yyyy)	Sex <input type="checkbox"/> M <input type="checkbox"/> F	Relationship Code*
---	------------------------	----------------------------	---	--------------------

Address (if different from enrollee)	If covered by Medicare, check all that apply <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> D	Medicare Claim Number
	Is this family member covered by insurance other than Medicare? <input type="checkbox"/> Yes, indicate below. <input type="checkbox"/> No	

Indicate the type(s) of other insurance:

☐ FEHB ☐ TRICARE ☐ Other Name of other insurance: \_\_\_\_\_ Policy Number: \_\_\_\_\_

Email address (if home address is different from enrollee's) \_\_\_\_\_ Preferred telephone number (if home address is different from enrollee's) \_\_\_\_\_

Name of family member (last, first, middle initial)	Social Security Number	Date of Birth (mm/dd/yyyy)	Sex <input type="checkbox"/> M <input type="checkbox"/> F	Relationship Code*
---	------------------------	----------------------------	---	--------------------

Address (if different from enrollee)	If covered by Medicare, check all that apply <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> D	Medicare Claim Number
	Is this family member covered by insurance other than Medicare? <input type="checkbox"/> Yes, indicate below. <input type="checkbox"/> No	

Indicate the type(s) of other insurance:

☐ FEHB ☐ TRICARE ☐ Other Name of other insurance: \_\_\_\_\_ Policy Number: \_\_\_\_\_

Email address (if home address is different from enrollee's) \_\_\_\_\_ Preferred telephone number (if home address is different from enrollee's) \_\_\_\_\_

\*Relationship Codes: 01 – Legal Spouse, 02 – Common Law Spouse (certification required), 09 – Adopted Child (adoption decree needed) Under Age 26, 10 – Foster Child Under Age 26 (certification required), 17 – Stepchild, 19 – Biological Child, 99 – Child age 26 or Older incapable of Self-Support (medical documents required)

# PostalEASE FEHB Worksheet

## Part 5 --

Employee Signature \_\_\_\_\_ Date \_\_\_\_\_

Email Address \_\_\_\_\_ Preferred telephone number \_\_\_\_\_

### Acknowledgment for Non-career Employees

I acknowledge that I have researched the health plan information for my service area and I am aware of the bi-weekly premium for the plan that I've chosen. I understand that if I am not eligible for a USPS contribution, I will be responsible for 100% of the premium cost.

I understand that I must pay any invoice issued by the Eagan ASC for health benefits premium costs within 30 days of the date the invoice was issued. I further understand that if I fail to pay the invoice within the specified time, my health benefits enrollment under FEHB will be terminated retroactive to the date the initial unpaid premium was due. As a result, I will be liable to the insurance carrier and/or health care provider for any medical expenses I have incurred since the date of termination.

### For HRSSC Use Only

**REMARKS:** Specific information on type of qualifying life event, reason for correction, type of certification, supporting documentation, reason for verification, etc., should be provided here.

### Processing NOTES:

Employing Office: <b>HRSSC COMP &amp; BENEFITS</b>	LATE/UNPROCESSED ACTION? <input type="checkbox"/> Yes <input type="checkbox"/> No
Address: <b>PO BOX 970400</b>	DATE RECEIVED at HRSSC:
City/State/ZIP Code: <b>GREENSBORO NC 27497-0400</b>	QLE DATE:
PROCESSED BY: <b>PPS @ HRSSC</b>	EFFECTIVE DATE:
Date Scanned To Eagan:	File copy in OPF for any FEHB transaction processed by HRSSC and ASC

**Privacy Act Statement:** Your information will be used to process your enrollment in the Federal Employees Health Benefits system and to manage your claim under that plan. Collection is authorized by 39 U.S.C. 401, 409, 410, 1001, 1003, 1004, 1005, and 1206 and 1206; and 29 U.S. 2601 et seq.

Providing the information is voluntary, but if not provided, we may not process your request. We may disclose your information as follows: in relevant legal proceedings; to law enforcement when the U.S. Postal Service (USPS) or requesting agency becomes aware of a violation of law; to a Congressional office at your request; to entities or individuals under contract with USPS; to entities authorized to perform audits; to labor organizations as required by law; to federal, state, local or foreign government agencies regarding personnel matters; to the Equal Employment Opportunity Commission; to the Merit Systems Protection Board or Office of Special Counsel; the Selective Service System, records pertaining to supervisors and postmasters may be disclosed to supervisory and other managerial organizations recognized by USPS; and to financial entities regarding financial transaction issues.

**OPM Privacy Act and Paperwork Reduction Act Notice:** The information you provide on this form is needed to document your enrollment in the Federal Employees Health Benefits Program under Chapter 89, title 5, U.S. Code. The principle use of this information will be to share it with the health insurance carrier you select so that it may (1) identify your enrollment in the plan, (2) verify your and/or your family's eligibility for payment of a claim for health benefits services or supplies, and (3) coordinate payment of claims with other carriers with whom you might also make a claim for payment of benefits. Other routine uses include disclosures to other Federal agencies or Congressional offices which may have a need to know it in connection with your application for a job, license, grant, or other benefit. May also be shared and is subject to verification, via paper, electronic media, or through the use of computer matching programs, with national, state, local, or other charitable or Social Security administrative agencies to determine and issue benefits under their programs or to obtain information necessary for determination or continuation of benefits under this program. In addition, to the extent this information indicates a possible violation of civil or criminal law, it may be shared and verified, as noted above, with an appropriate Federal, state, or local law enforcement agency. While the law does not require you to supply all the information requested on this form, doing so will assist in the prompt processing of your enrollment. We request that you provide your Social Security Number so that it may be used as your individual identifier in the FEHB Program, and for other purposes. Executive Order 13478 (November 18, 2009) allows Federal agencies to use the Social Security Number as individual identifiers to distinguish between people with the same or similar names. Failure to furnish your Social Security Number and/or Medicare Claim Number may result in the U.S. Office of Personnel Management's (OPM) inability to ensure the prompt payment of your and/or your family's claims for health benefits services or supplies, proper coordination with Medicare and proper health insurance status reporting to the IRS.

**Public Burden Statement:** We think this form takes an average of 30 minutes to complete, including the time for reviewing instructions, getting the needed data, and reviewing the completed form. Send comments regarding our time estimate or any other aspect of this form, including suggestions for reducing completion time, to the Office of Personnel Management, OPM Forms Officer, (3206-0160), Washington, D.C. 20415-3430. The OMS number 3206-0160 is currently valid. OPM may not collect this information, and you are not required to respond, unless this number is displayed.



# **Mandatory Stand-Up Talk**

**July 1, 2021**

## **Verify eligible family member enrollments for FEHB**

The U.S. Office of Personnel Management is requiring all federal agencies to verify eligible family members who are enrolled in the Federal Employees Health Benefits Program, also known as FEHB.

This means that the Postal Service, the Office of Personnel Management, and insurance companies that offer FEHB plans can request proof of family member eligibility from an employee at any time for existing self plus one and self and family enrollments.

To comply with this regulation, Postal Service employees who are currently enrolled in FEHB coverage must take the time to verify the eligibility of any or all family members covered under their FEHB enrollment. Eligible family members include your current spouse; your children under age 26, including adopted children, stepchildren and foster children under certain circumstances; and adult children incapable of self-support because of a mental or physical disability that existed before age 26.

Any changes in the status of eligible family members must be done using the [PostalEASE FEHB worksheet \(USPS-24\)](#), which I'll hand to you after this talk.

This updated form must be mailed or faxed to the USPS Human Resources Shared Service Center by Aug. 31 at this address: HRSSC/Benefits, PO Box 970400, Greensboro NC 27497-0400.

The completed form can also be faxed to 651-994-3543. If you have questions, call the HRSSC at 877-477-3273.

Thanks for the great job you do every day.

**# # #**