

## FEHB EXPANSION FAQs

Q. I have a technician who is on an appointment and work schedule identified under FEHB expansion but they are in LWOP, are they eligible to enroll?

A. Technicians in LWOP are not eligible to enroll because they do not meet the EXPECTED hours in pay. If the technician meets the eligibility criteria when they RTD, they will be eligible to enroll and should be provided with appropriate eligibility notification.

Q. I have a technician who converted from a permanent appointment to an appointment covered under FEHB expansion and retained their FEHB, do they now get an opportunity to change enrollment?

A. This regulatory change applied to technicians who were previously not eligible for FEHB or not previously eligible for the government payment of the agency portion of the premiums to be paid. Since a technician who retained FEHB from a previous appointment is both already eligible and already receiving payment of the agency portion of the premium, they do not get an opportunity to change enrollment.

Q. I have a technician who has exceeded one year on a temporary appointment and already enrolled in FEHB, paying the technician and the agency portion of the premium. They do not wish to change their FEHB but want to receive payment of the agency portion of the premium. Do they need to do anything?

A. In order to be eligible for payment of the agency portion of the premium, the technician must complete an election to re-enroll in the FEHB plan. This enrollment MUST be completed via hard-copy SF 2809 and turned in to the HRO. This type of enrollment CANNOT be processed electronically. Technicians who DO NOT re-enroll will continue to be responsible for both the technician and agency portions of the FEHB premium.

Q. I have a technician who is on an intermittent appointment and they are currently working less than 30 hours per week. However, I have a big project coming up and expect that they will be working 30 hours a week in the future. Are they eligible to enroll?

A. Once the technician is expected to work at least 30 hours per week **FOR THE NEXT 90 days**, that technician becomes eligible to enroll and should be provided with appropriate eligibility notification.

Q. What action is required so that the intermittent technician above is able to enroll via EBIS?

A. Because there is no RPA required when an intermittent technician changes work schedule, they should contact their local HRO to notify them that they are newly eligible.

Q. I have a technician who met the eligibility criteria and enrolled in FEHB but now their work schedule has changed to less than the eligibility threshold. Do they now lose coverage?

A. Once a technician is enrolled, eligibility will not be revoked, regardless of his or her actual work schedule or employer expectations in subsequent years, unless the technician separates from Federal service, receives a new appointment (in which case eligibility will be determined by the rules applicable to the new appointment), or exceeds 365 days in nonpay status

Q. I determined that my technician was eligible under FEHB expansion because I expected that my technician would work at least 30 hours per week for at least 90 days and my technician enrolled in FEHB. However, our workload changed and she didn't end up working the expected number of hours. What happens now?

A. If the employing agency determines that the individual is eligible, but that technician actually works fewer hours, coverage cannot be rescinded based on actual hours worked.

Q. My technician was on an Appt NTE 1 year. He met eligibility and enrolled under FEHB expansion. He is now being converted to an Appt NTE 60 days so won't meet the expectation of working 90 days. Does he lose coverage?

A. Generally, the same rules regarding break-in-service and continuity of coverage that apply to other technicians, apply to technicians eligible under FEHB expansion. If the technician had no break-in-service, continuity of coverage rules would allow him to continue his FEHB coverage.

Q. I have a Reemployed Annuitant whose appointment and/or work schedule meet criteria for eligibility under FEHB expansion. Do reemployed annuitants qualify?

A. Reemployed Annuitants in eligible appointment/work schedules should be given an opportunity to enroll under FEHB expansion. If the Reemployed Annuitant is NOT enrolled in FEHB through their annuity, they may enroll in FEHB as a technician via the same enrollment procedures as other technicians. If the Reemployed Annuitant IS enrolled in FEHB through their annuity, they may complete a Premium Conversion waiver and to transfer their FEHB under their employment following the same procedures for other Reemployed Annuitants who are eligible for FEHB as a technician.

Q. Normally FEHB eligibility also allows technicians to enroll in the Federal Employee Dental and Vision Insurance Program (FEDVIP). Are technicians eligible for FEHB under the expanded eligibility also eligible to enroll in FEDVIP?

A. The regulatory change extended eligibility to these technicians for FEHB, Flexible Spending Accounts (FSA) and the Federal Long Term Care Insurance Program (FLTCIP). It DID NOT extend eligibility for FEDVIP or Federal Employees Group Life Insurance (FEGLI) enrollment.