

U. S. CIVIL SERVICE COMMISSION

Washington, D. C. 20415

November 9, 1966

INFORMATIONAL NOTE:

REMINDER --

The open season for the Federal Employees Health Benefits Program starts on November 14 and ends November 30. During this time eligible employees who are not enrolled may enroll and employees and annuitants who are already covered under a participating plan may change from one plan, option, or type of coverage (self-only or family) to another. Changes made during the open season will be effective beginning with the first full pay period in January 1967.

Employing agencies have already distributed to employees open season instructions and brochures on the two Government-wide plans (Indemnity Benefit plan and Service Benefit plan) and on comprehensive medical plans. The Commission has mailed to each member of an employee organization with a participating health benefits plan a brochure on that plan. An employee who wants the brochure of an employee organization plan which he is eligible to join may request it from his employing office.

Jeanette:

The attached amendment to the Federal Employees Health Benefits Regulations makes changes in three areas. The changes and our actions on them are:

- (1) Increased Government contributions - We have already notified payrolls of the new deductions resulting from the increased contributions and they were reflected in paychecks for the first payperiod after enactment of the bill (July 31, 1966).
- (2) Raised Age of "Family member" children from 21 to 22. - We mentioned this in our Headquarters and Field notices concerning the forthcoming open season. We also drafted wording for possible publication of this information in the Support Bulletin. *See memo in July 1966*
- (3) Permit Certain Union Officers and Employees to Remain Covered by their Federal Health Insurance Plan While on Extended LWOP to Serve in Capacity as a Union Official. - I assume we will never be bothered with this since I understand it is unlikely that one of our Agency's employees will be elected or appointed to an office or position, at the national level, of a Federal employee union such as the American Federation of Government Employees, National Association of Letter Carriers, etc.

The copies of these changes should be filed with Appendix B (Federal Employees Health Benefits Regulations) of the Health Benefits Manual until such time as we receive these changes in the regular FPM Supplement issuance.

Bill

UNITED STATES CIVIL SERVICE COMMISSION
BUREAU OF RETIREMENT AND INSURANCE
WASHINGTON, D.C. 20415

IN REPLY PLEASE REFER

RI:INS:I

September 23, 1966

YOUR REFERENCE

STAT

[Redacted]

President

Government Employees Health Assn., Inc.
Post office Box 463
Washington, D. C. 20004

STAT

Dear [Redacted]

As we advised you earlier, Public Law 89-504 amended certain provisions of the Federal Employees Health Benefits Act (now chapter 89 of Title 5, United States Code) to increase the Government contribution, raise the age to which children are covered to 22, and permit certain union officers and employees who are on leave without pay from the Federal service to continue health benefits coverage by paying the enrollment charges.

These changes in the law required changes in the Commission's regulations which have now been made, as shown in the attachment. The regulation amendments were published in the Federal Register September 21, 1966.

Sincerely yours,

Andrew E. Ruddock

Andrew E. Ruddock
Director

Attachment

THE MERIT SYSTEM—A GOOD INVESTMENT IN GOOD GOVERNMENT

TITLE 5 - ADMINISTRATIVE PERSONNEL
CHAPTER I - CIVIL SERVICE COMMISSION
PART 890 - FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM

The approval on July 18, 1966, of Public Law 89-504, the "Federal Salary and Fringe Benefits Act of 1966" has the effect of amending several provisions of the Federal Employees Health Benefits Act of 1959, and requires that the regulations be changed to conform to the amended provisions of the latter Act.

The Commission has found that it is impracticable, unnecessary, and contrary to the public interest to give preliminary notice, engage in public-rule making procedure, and postpone the effective dates of the amendments until 30 days after publication thereof in the Federal Register because it was the express intent of Congress that the amendments should become effective on dates provided by Public Law 89-504, and, to effectuate the declared policy of the Act, these amendments to the regulations should become effective as of that date.

Therefore, it is ordered that these amendments are effective as of the first day of the first pay period which begins on or after July 18, 1966, except for the amendment of section 890.303, which is effective July 18, 1966.

Section 890.302(b) is amended to read as follows:

§890.302 Coverage of family members.

* * * * *

(b) Child incapable of self-support.

When an employee or annuitant enrolls for a family which includes a child incapable of self-support who has become 22 years of age, the employing office shall require the employee or annuitant to submit a certificate of the physician that the child is incapable of self-support because of a physical or mental disability which existed before the child became 22 years of age, and can be expected to continue for more than 1 year. The certificate shall include a statement of the name of the child, the nature of his disability, the period of time it has existed, and its probable future course and duration. The certificate shall be signed by the physician and show his office address. When an employee or annuitant is enrolled for a family which includes a child under 22 years of age who is incapable of self-support because of a physical or mental disability, the employing office shall require the employee or annuitant to submit the certificate on or before the date the child becomes 22 years of age. However, the employing office may accept otherwise satisfactory evidence of incapacity not timely filed.

Subsection 890.303(e) is amended to read as follows:

§890.303 Continuation of enrollment.

* * * * *

(e) In nonpay status.

Except as provided in section 406(b), (c) of Public Law 89-504 in regard to an employee on leave without pay to serve as a full-time officer or employee of an employee organization, the enrollment of an employee continues without cost to the employee while he is in nonpay status for up to 365 days. The 365 days' nonpay status may be continuous or broken by periods of less than four consecutive months in pay status. If an employee has at least four consecutive months in pay status after a period of nonpay status he is entitled to begin the 365 days' continuation of enrollment anew. For the purposes of this paragraph, four consecutive months in pay status means any 4-month period during which the employee is in pay status for at least part of each pay period.

Section 890.501 is amended to read as follows:

§890.501 Government contributions.

(a) The Government contribution for all plans, except those for which another contribution is set by paragraph (b) of this section, for each enrolled employee who is paid biweekly, is the amount provided in section 8906 of title 5, U.S.C., as amended, plus four per cent of that amount.

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