

## Federal Employees Health Benefits (FEHB) Program General Information

The **Federal Employees Health Benefits (FEHB) Program**, an employer-sponsored health benefits program, is one of the most valuable benefits of Federal employment. However, coverage is *not* automatic. To be covered, you must select one of the health plans in which you are eligible to enroll. For eligibility requirements, refer to: <http://opm.gov/insure/health/eligibility/index.asp>.

### FEHB Program Features:

- No waiting periods. You can use benefits as soon as coverage is effective.
- No pre-existing condition limitations, even if you change plans.
- A choice of coverage.
- A choice of plans and options.

Health plan comparisons, downloadable plan brochures, and additional detailed information are available on the Office of Personnel Management (OPM) Web site at <http://opm.gov/insure/health/index.asp>.

### FEHB Open Season:

Each year, an Open Season is held for FEHB program enrollees to change health plans and/or the type of enrollment they have. Eligible employees may also enroll during this time. Open Season begins on Monday of the second full work week in November and closes on Monday of the second full work week in December. Coverage is effective the first day of the first full pay period of the next calendar year. A separate Employee Notice announcing the Open Season will be issued prior to the start date.

### FEHB Changes Outside of Open Season:

Outside of Open Season, you can enroll in the FEHB Program, change your enrollment, or cancel coverage **ONLY** in connection with certain Qualifying Life Events (QLEs). Changes must be made within 60 calendar days of the event. For additional information regarding QLEs, refer to the OPM Web site at <http://opm.gov/insure/health/planinfo/qle.asp>. Allowable QLE changes to FEHB plans are to be made on the Employee Express Web site at <https://www.employeeexpress.gov>.



Any questions concerning this notice, contact:  
**NSSC Customer Contact Center**  
1-877-NSSC123 or [nssc-contactcenter@nasa.gov](mailto:nssc-contactcenter@nasa.gov)