

Postal Service Health Benefit Plan (PSHB)

Union Partnership

April 2023



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Postal Service Reform Act Overview

The Postal Service Reform Act of 2022 mandated the implementation of the Postal Service Health Benefits (PSHB) program. The PSHB is a new plan administered by the Office of Personnel Management (OPM), which will provide health insurance to Postal Service employees, Postal Service annuitants, and their eligible family members starting in 2025. The PSHB plan is within the Federal Employees Health Benefit (FEHB) Program.

Key PSHB Highlights:

- All participants will transition to the PSHB plan
- PSHB plan carriers will be identified in FY24
- Voluntary Medicare integration opportunity for existing retirees will occur FY24
- All employees and annuitants/survivors will be required to make a PSHB enrollment election during FY25
- PSHB plan enrollment will transition from PostalEASE to a central enrollment platform (CEP) administered by OPM

Postal Service Reform Act HR Milestones

MILESTONES

TIMELINE

| FY2023 | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| Launch SEP communications | 3/1/2023 push to December 2023 |
| Complete coordination with OPM to enable successful implementation of program regulations/policies (within 1 year of enactment) – <i>In Progress</i> | 4/6/2023 |
| Complete coordination with OPM re: its implementation regulations (inc. Veterans Affairs, Indian Health Services, SSA, CMS) (within 1 year of enactment; reactive) – <i>In Progress</i> | 4/6/2023 |
| USPS issues regulations re: demonstrating residency (no statutory deadline but before the 2024 open season) - <i>In Progress</i> | 9/30/2023 |
| Provide OPM with list of individuals residing abroad (those that satisfy the exception under subparagraph (A)(iii)) | 9/30/2023 |
| FY2024 | |
| Complete establishment of Health Benefits Education Program/Issuance of standards and regulations (within 18 months of enactment) | 10/6/2023 |
| In conjunction with OPM, determine Special Enrollment Period (SEP) eligible annuitants | 12/31/2023 |
| Launch education | 5/1/2024 |
| Launch training | 5/1/2024 |
| FY2025 | |
| Launch Open Season 2024 | 11/11/2024 |
| Complete transition of eligible employees / annuitants to PSHB / Medicare for retirement | 1/1/2025 |

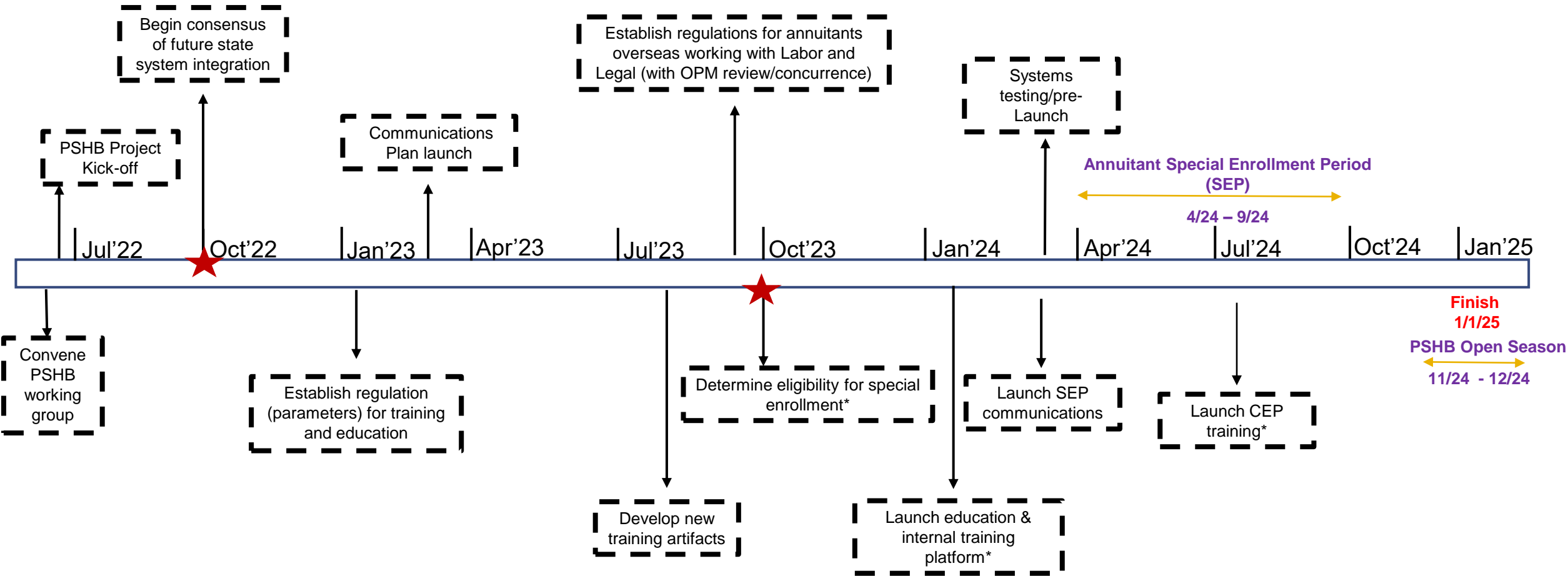
Postal Service Health Benefits - Project Timeline

Below are key project accomplishments and upcoming milestones

| FY22 <i>Accomplishments</i> | FY23 Q1 <i>Current Activities</i> | FY23 Q2 <i>Upcoming Activities</i> | FY23 Q3 <i>Upcoming Activities</i> | FY23 Q4 <i>Upcoming Activities</i> |
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| <ul style="list-style-type: none"> ▪ Established meeting cadences with Office of Personnel Management (OPM) and Postal Stakeholders ▪ GIR 940.1 – established. Identified key milestones and workstreams ▪ Process for dissemination of information established. Identified and released first set of high-level FAQs ▪ OPM finalized the Future State Enrollment Process ▪ Current state enrollment process, data flows and data elements identified and shared with OPM | <ul style="list-style-type: none"> ▪ Begin drafting Future State System Integration Points and requirements ▪ Finalize OPM’s Interim Final Regulations (IFR) ▪ Begin drafting internal policies relating to annuitants living abroad ▪ Determine HRIS and Payroll System Configuration to include source data for eligibility and pass back of employee enrollment information ▪ Develop Fact Sheets | <ul style="list-style-type: none"> ▪ Develop training artifacts and communication for PSHB Education and Training ▪ Coordinate with SSA, VA, IHS to determine SEP eligibility and PSHB exceptions ▪ Coordinate with Veterans Affairs, SSA and other stakeholders on IFRs through April 2023 • Develop communication content (SEP, OS) ▪ Finalize Fact Sheets | <ul style="list-style-type: none"> ▪ Finalize the established education program ▪ Determine different PSHB compliance populations <ul style="list-style-type: none"> ▪ Annuitants ▪ Active employees ▪ Active employees retiring by 12/31/2024 ▪ Active employees over age 64 ▪ Coordinate with VA, SSA and IHS during and post implementation on eligible exceptions | <ul style="list-style-type: none"> ▪ Finalize the established education program ▪ Launch training platform* ▪ Determine eligibility for special enrollment (OPM and CMS) ▪ Launch SEP Communications ▪ Determine Medicare compliance and process for ongoing monitoring |

*Contingent on completion of OPM’s RFP process

USPS: PSHB ROADMAP – 12/27/2022



 USPS Tasks/Activities
★ Key decision points



PSRA/PSHB Implementation – Next Steps

- Coordinate launch of Employee and Annuitant initial “Fact Sheet” communications
- Future State Enrollment – PSHB System
 - A centralized enrollment will be implemented by OPM
 - USPS and OPM continue to work on connectivity options and technical requirements
 - Test data file requested by OPM
- Policies and Regulations
 - USPS drafted internal policies relating to annuitants living abroad, under Legal review
 - Determine Medicare compliance and on-going monitoring
- PSHB Education and Training
 - In process of developing education and training artifacts and communications
 - Work with OPM and Unions on Education for PSHB and SEP education and communications

How Can We Work Together?

- Continue to collaborate on Employee and Annuitant communications
- Present at union events/conferences
- Coordinate the dissemination of USPS Education and Training materials to union members
- Emphasize and encourage Employees and Annuitants to maintain up-to-date mailing addresses

