

USPS Non-Career Employee Health Benefits Plan FAQ

What is the Non-Career Employee Health Benefits (NCEHB) Plan?

The United States Postal Service (USPS) is providing group health insurance coverage to eligible non-career rural carriers and their eligible family members through the USPS Non-Career Employee Health Benefits Plan. The plan is administered by United Healthcare through a contract with USPS.

Who's eligible to enroll?

Non-career rural carriers that meet the Patient Protection and Affordable Act (PPACA) definition of a full-time employee by averaging 30 paid hours per week over a measurement period (for Open Season this measurement period is 12 months beginning October of the year prior to Open Season).

How much does it cost?

Eligible non-career rural carriers enrolling in either the Self or Self & Family NCEHB Plan will receive a minimum contribution of \$125 per pay period from the Postal Service. The NCE cost per pay period is a **maximum** of:

- \$35 per pay period - Self Only NCEHB Coverage
- \$244 per pay period - Self & Family NCEHB Coverage

When can I enroll?

You can enroll during Open Season from November 10, 2014 – December 9, 2014, 5:00 pm Central Time.

How do I enroll?

During Open Season, you may use *PostalEASE* employee self-service to enroll in the USPS NCEHB Plan. You can also call the Employee Service Line at 1-877-477-3273, option 1; TTY 866-260-7507

When will my coverage go into effect?

January 10, 2015.

How do know if I am eligible?

USPS will be mailing ALL eligible non-career rural carriers more information about the plan and enrolling for coverage.

To be eligible as defined by the PPACA, a non-career rural carrier must average 30 paid hours per week measured over a period of time (typically the 12 months from October to October for Open Season).

What if I am a new hire?

If you are a newly hired non-career rural carrier, then you will go through a shorter measurement period test. The initial test is your first three (3) full pay periods beginning on your enter on duty date.

How can I get more information?

Plan information for USPS NCEHB is available on LiteBlue at <https://liteblue.usps.gov>; click on the *My HR* tab, click on *Benefits*, then *Open Season*, and then refer to the information for Non-career Employees. It's recommended that NCE's read the *Guide to USPS Non-Career Employee Health Benefits Plan* and the *Summary of Benefits and Coverage* before enrolling in the plan.

Additionally, members can call HR Shared Services Center at 1-877-477-3273, option 5; TTY 1-866-260-7507, for questions related to their benefits.