

## **OPM is exercising its authority under Federal law to exempt these hurricane-affected employees from the pay and duty status requirements**

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Dear Agency Benefits Officers:

Because of recent hurricanes, some Federal employees in the southern United States, Puerto Rico, and other U.S. territories may be unable to meet pay and duty status requirements for their Federal Employees' Group Life Insurance (FEGLI) Open Season elections to go into effect as scheduled.

OPM is exercising its authority under Federal law to exempt these hurricane-affected employees from the pay and duty status requirements.

It is up to the employing agency's discretion to determine whether an employee is unable to meet pay and duty status requirements for hurricane-related reasons outside their control. Once an agency makes this determination for an employee, the agency should process that employee's FEGLI Open Season election for an effective date on the first day of the first pay period that begins on or after October 1, 2017.

Employing agencies have until October 31, 2017 to make this determination for their affected employees.

All other employees must meet pay and duty status requirements before their FEGLI Open Season coverage can go into effect. As a reminder, FEGLI Open Season elections become effective on the first day of the first pay period that:

- begins on or after October 1, 2017, and
- follows a pay period during which the employee met the pay and duty status requirements.

For most employees on a biweekly pay period, this will be an effective date of October 1, 2017 (October 14, 2017 for Postal employees).

For information on pay and duty status requirements, please see [BAL 17-202](#).

If you have questions, please contact [FEGLI@opm.gov](mailto:FEGLI@opm.gov).