



Important Employee Updates November 12, 2025

2026 Federal Employees Benefits Open Season

The Federal Employee Health Benefits Open Season for 2026 runs from **November 10 through December 8, 2025**. During this time, eligible federal employees can enroll in, change, or cancel coverage for the:

- Federal Employees Health Benefit Program (FEHB);
- Federal Employees Dental and Vision Insurance Program (FEVIP); and
- Federal Flexible Spending Account Program (FSAFEDS)

The Department strongly recommends employees visit the Office of Personnel Management's [Open Season Information Page](#) to review coverage options for 2026. Current plans may change service areas, coverage options, benefits, and/or rates and some plans may be dropped altogether.

At this time, the Department has not received notice of any plans to extend Open Season due to the lapse in federal funding; therefore, employees should ensure plan changes and elections are made no later than December 8, 2025.

How do employees switch plans or enroll in FEHB?

Starting November 10, all plan changes and elections should be made using the "Self Service" function within the [Employee Personnel Page \(my EPP\)](#).

If employees are unable to access my EPP, a [Health Benefits Election Form](#) (SF-2809) along with any required supporting documentation can be submitted to servicing human resources offices. Employees should contact their servicing human resources office's benefits specialist for alternative submission instructions.

What if employees are happy with their current FEHB plan?

If employees are satisfied with their current FEHB plan, no action is required during Open Season. If employees do not make any enrollment changes, **new benefit or rate changes will apply beginning the first pay period of 2026 (January 11, 2026)**. As a reminder, no changes in coverage plans may be made once Open Season ends unless employees experience a [Qualifying Life Event](#).

For questions regarding alternative submission instructions, employees should contact their servicing human resources office:

- OHRM Talent Support Customers (including Census and NOAA) – myservicehub@doc.gov / (888) 316-2285
- NIST – Brenda Perry, brenda.perry@nist.gov / (301) 366-6239