

**United States Department of the Interior
BUREAU OF LAND MANAGEMENT
National Human Resources Management Center
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To: All Center Directors and WO Field BIA Liaison Office Employees

From: Acting Director, National Human Resources Management Center

Subject: Children's Equity Act

This is to inform you of the provisions of Public Law 106-394, the "Federal Employees Health Benefits Children's Equity Act of 2000," which was enacted October 30, 2000. With the passage of this law, federal employees who are eligible for Federal Employees' Health Benefits (FEHB) coverage are required to enroll in a self-and-family FEHB plan **in order to comply with a court or administrative order** to provide health insurance for their children. Previously, even if under a court order, employees could refuse to enroll their children in FEHB.

Once a court/administrative order has been submitted to the Servicing Personnel Office (HR-220) for implementation, action must be taken to ensure compliance. If the employee does not have appropriate FEHB coverage (i.e., is not enrolled in FEHB, is enrolled in a self-only policy, or is enrolled in an HMO that does not provide services in the area in which the children live) he/she will be requested to provide documentation of other health insurance coverage for the children. If such documentation is not available, the agency must enroll the employee for appropriate self and family coverage.

Anyone who submitted a court/administrative order relating to health benefits for an employee's children before October 30, 2000, would have to resubmit it at this time. The order can be *issued* before October 30, 2000, but it does not have any validity for FEHB purposes unless it is received by the agency on or after October 30, 2000.

This law does not confer FEHB eligibility on employees who are not otherwise eligible to participate.

Please contact Lenna Gerwing, at (303) 236-6667, if you have any questions.

Signed by:
Bruce Prater
Acting Director, NHRMC

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Staff Assistant

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