

# NTEU

The National Treasury Employees Union

July 14, 2016

VIA E-MAIL

Mr. Robert Tobias  
President  
FEEA Washington  
1641 Prince Street  
Alexandria, VA 22314

Mr. Steven Bauer  
Executive Director  
FEEA Washington  
1641 Prince Street  
Alexandria, VA 22314

Dear Bob and Steve:

I am writing to ask that FEEA consider providing loans to federal employees who have dependent and/or medical care expenses that will not be reimbursed during a month-long black-out period. The black-out period will affect all current FSAFEDS participants starting this July, as OPM transitions from the current FSAFEDS program administrator ADP to a new provider, WageWorks. From July 30, 2016 through September 1, 2016, no FSAFEDS reimbursement claims will be able to be submitted or processed, with exact cut-off dates varying depending on whether the participant seeks reimbursement online, via fax, or by the U.S. mail.

I recently wrote to OPM asking for the black-out period to be shortened or to allow employees to freeze and/or suspend deductions until after the transition. Many NTEU members have recurring costs, such as child care, and rely on the FSAFEDS reimbursement to meet their financial obligations in a timely manner. It will unquestionably create a substantial hardship on employees using FSAs for recurring dependent care payments who will face not being reimbursed for multiple weeks. OPM wrote back that there is nothing they can do to either shorten the black-out period or freeze or suspend deductions into the program. Perhaps this is an area where FEEA can step in, providing short-term loans to those with dependent and/or medical care expenses for the duration of the OPM black-out period.

I would be happy to discuss this matter further with you at your earliest convenience. The black-out period starts July 30th.

Sincerely,



Anthony M. Reardon  
National President