

Important Updates January 15, 2019

Unemployment Insurance

Payroll-related documentation required to apply for Unemployment Insurance varies from state to state; therefore, you should check with the state of your duty station—most likely Washington, D.C. You may be asked to provide your Wage and Tax Statement and Leave and Earnings Statements (LESs), and they are available via the [DFAS myPay portal](#). Employees will be able to retrieve their most recent LESs up until the pay period ending December 22, 2018. LESs for pay period ending January 05, 2019 will not be available.

If employees have access issues, they should contact DFAS directly using the contact information listed on the myPay portal.

Tax Filing

Wage and Tax Statements (W-2) for federal employees are scheduled to be available electronically from the myPay portal (<https://mypay.dfas.mil>) on January 19, 2019. If you have not opted for electronic delivery only, you should also receive a copy in the mail before the end of January.

Creation and mailing of 1099 statements for contractors / vendors will begin next week and should be accomplished by January 25, 2019.

Health Benefits

Employee FEHB coverage will continue even if an agency does not make the premium payments on time. Since the employee will be in a non-pay status, the enrollee share of the FEHB premium will accumulate and be withheld from pay upon return to pay status. Deductions will be taken from the employee's pay after the government shutdown is over. In order to minimize the impact on employees, the maximum deduction that will be made to make up for the time in non-pay status is the current premium and the premium for one previous pay period. That will continue until the employee's share is caught up. If the legislation eventually enacted provides back-pay for all employees, then each employee will be made whole, and deductions will be taken as normal.

If an employee changed their plan during the recent Open Season, the best way to determine whether the enrollment in the plan is effective is if an ID card was received from the new provider. If the ID card had not been received, as it is possible that the enrollment had not been processed and would not be processed until after the furlough, the employee would still have coverage under the newly elected plan beginning the first day of the first full pay period in January. Expenses incurred will be reimbursed by the plan once the enrollment has been processed. It is recommended that in such cases, employees check the health plans website for further information.