



BENEFIT WAITING PERIOD CALENDAR

Eligible 1st of the month after 60 days

60 D

Date of Full Time Hire	Jan 1st	Feb 1st	Mar 1st	Apr 1st	May 1st	Jun 1st	Jul 1st	Aug 1st	Sep 1st	Oct 1st	Nov 1st	Dec 1st
Jan 1st* to Jan 31st				Apr 1st								
Feb 1st* to Mar 2nd					May 1st							
Mar 3rd to Apr 2nd						Jun 1st						
Apr 3rd to May 2nd							Jul 1st					
May 3rd to Jun 2nd								Aug 1st				
Jun 3rd to Jul 3rd									Sep 1st			
Jul 4th to Aug 2nd										Oct 1st		
Aug 3rd to Sep 3rd											Nov 1st	
Sep 4th to Oct 2nd												Dec 1st
Oct 3rd to Nov 2nd	Jan 1st											
Nov 3rd to Dec 3rd		Feb 1st										
Dec 4th to Dec 31st			Mar 1st									

NOTES:

Determine date of hire (DOH) and where the date falls into on the left column above. Then move across to the right to see when the employee is eligible for benefits to start. The enrollment form needs to be submitted within 30 days of the eligibility date.

Federal law requires waiting periods do not exceed 90 days before coverage starts. California uses first of the month after 60 days.

not to exceed 90 days. * If hired in a leap year (29 days in Feb), Jan 1st DOH would be eligible March 1st and Feb 1st eligible April 1st.