



BENEFIT WAITING PERIOD CALENDAR

Eligible 1st of the month after 30 days

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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 31st* to Mar 2nd				Apr 1st								
Mar 3rd to Apr 1st					May 1st							
Apr 2nd to May 2nd						Jun 1st						
May 3rd to Jun 1st							Jul 1st					
Jun 2nd to Jul 2nd								Aug 1st				
Jul 3rd to Aug 2nd									Sep 1st			
Aug 3rd to Sep 1st										Oct 1st		
Sep 2nd to Oct 2nd											Nov 1st	
Oct 3rd to Nov 1st												Dec 1st
Nov 2nd to Dec 2nd	Jan 1st											
Dec 3rd to Jan 2nd		Feb 1st										
Jan 3rd to Jan 30th*			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.

* If hired in a leap year (29 days in Feb), Jan 31st DOH would be eligible March 1st