Coverage Effective Dates

- Employees generally have 30 days to enroll in benefits from the date of hire into benefit eligible and/or WRS covered employment. There may be longer enrollment periods for Classified/Unclassified staff depending on WRS service requirements (wait periods). Grad - 30 days only

- GRAD and Unclassified Appointments: To have health coverage effective on the first of the month after your date of hire, your appointment must begin on or before that date and you must file your health plan application on or before that date.

- WRS Employees should attend Benefits 101 within the first 30 days of employment. Enrollment Deadline worksheets are provided to participants outlining enrollment deadlines and effective dates.

- Grad NEBS available in the Fall for new Grads.

- Employees can enroll or make changes mid-year if they have a life event, such as:
  - Birth/adoption (60 days from date of birth for SGH)
  - Marriage/Dom Partnership,
  - Death,
  - Divorce,
  - Loss of other coverage,
  - Newly eligible for another coverage

- Coverage for most plans is effective on the 1st of the month following the receipt of a timely application. A timely application is an application that is received and SIGNED IN/DATE TIME STAMPED within 30 days of the date of hire or life event.

- Coverage will show as waived in the HRS system until the coverage is entered AND effective. For example, SGL and ICI have WRS service requirements that must be met before the plan is effective. The employee will see the benefit as waived until they have met the service requirement and the plan is in effect.