

IRIS Health Insurance Matrix - Revised 5/16/2019

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IRIS HRM TABLES

Health Insurance Status Codes (HISC)

Code	Description
A	ACA ELIGIBLE
D	DECLINED/WAIVED
F	FT ELIGIBLE
L	LOA/INACTIVE
P	PT ELIGIBLE
S	SEAS COMP/NO HI
W	WAIT PERIOD
X	LOSS ELIGIBILITY
Z	NOT ELIGIBLE

Personnel Action (PACT)/Personnel Action Reason (PART) Codes for Health Insurance Changes

Code	Description
LOA/HEX	LOA after HI eligibility has expired and in full LWOP
IC/HIR	Health insurance eligibility reset
IC/HIE	Loss of eligibility due to scattered LWOP or eligibility again after scattered LWOP
IC/MHI	AMHS HI eligibility changes (reset , loss due to LWOP, eligible again after LWOP)

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INTRODUCTION

See below for health insurance entries in IRIS HRM on the Health Insurance Eligibility tab in the DEDM folder. Also see Special Rules section for additional information and exceptions to the entries.

APPOINTMENTS	UNION LOCAL	HI STATUS	FROM DATE
New Appointment - HI ineligible position	UNION LOCAL = BU	HI STATUS = Z	FROM = APPT DATE
New Appointment - HI eligible position	UNION LOCAL = BU	HI STATUS = W	FROM = APPT DATE
Requires two HI transactions *Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P".	UNION LOCAL = BU	HI STATUS = F*	FROM = 31st CONSECUTIVE DAY
New Appointment - HI eligibility date advanced for full days of LWOP. Modify the eligibility record (F/P) and overwrite the eligible HI Status with "W", leaving the existing effective date. An error message will appear that will need to be overridden by clicking the workflow button. Enter an additional HINS to report the new eligibility date (F/P). Enter ESMT with IC/HIR Personnel Action/Reason codes to indicate HI has been reset. The ESMT effective date should be the first day the employee returns to pay status following the last full day of LWOP. *Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P". **31 ST consecutive day or refer to Special Rules section for LTC.	Overwritten Record: UNION LOCAL = NO CHANGE Additional Record: UNION LOCAL = NO CHANGE	Overwritten Record: HI STATUS = W Additional Record: HI STATUS = F*	Overwritten Record: FROM = NO CHANGE Additional Record: FROM = NEW ELIGIBILITY DATE**

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RE-APPOINTMENTS	UNION LOCAL	HI STATUS	FROM DATE
<p>Re-Appointment to HI eligible position 8 (eight) or more calendar days following the <u>termination of HI eligibility</u> in old position (end of month after termination date). Must serve 30 day waiting period again.</p> <p>Requires two HI transactions</p> <p>*Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P".</p>	<p>UNION LOCAL = BU</p> <p>UNION LOCAL = BU</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECORD)</p>	<p>HI STATUS = W</p> <p>HI STATUS = F*</p>	<p>FROM = APPT DATE</p> <p>FROM = 31st CONSECUTIVE DAY</p>
<p>Re-Appointment to HI eligible position prior to loss of HI coverage or within 7 (seven) calendar days following the <u>termination of HI eligibility</u> in old position (end of month after termination date). No waiting period.</p> <p>*Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P".</p>	<p>UNION LOCAL = BU</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECORD)</p>	<p>HI STATUS = F*</p>	<p>FROM = APPT DATE</p>
<p>Re-Appointment to HI ineligible position with same bargaining unit code.</p>	<p>UNION LOCAL = NO CHANGE</p>	<p>HI STATUS = NO CHANGE</p>	<p>FROM = NO CHANGE</p>
<p>Re-Appointment to HI ineligible position with different bargaining unit code.</p>	<p>UNION LOCAL = BU</p>	<p>HI STATUS = NO CHANGE</p>	<p>FROM = APPT DATE</p>
LWOP/SLWOP/SEASONAL COMP/LOA (Leave of Absence)	UNION LOCAL	HI STATUS	FROM DATE
<p>To LWOP/SLWOP/LOA/SEASONAL COMP - health insurance eligible</p> <p>Please be aware of exceptions such as Family Leave, ACA, and Active Military Duty under AO #213.</p>	<p>UNION LOCAL = NO CHANGE</p>	<p>HI STATUS = L (LOA/INACTIVE) OR S (SEASONAL COMP)</p>	<p>FROM = LOA START DATE / TO SC DATE</p>
<p>To LWOP/SLWOP/SEASONAL COMP/LOA prior to becoming health insurance eligible.</p> <p>Modify the eligibility record (F/P) and overwrite the eligible HI Status with "W", leaving the existing effective date. An error message will appear that will need to be overridden by clicking the workflow button. Do not change the HI Status to "L".</p>	<p>Overwritten Record: UNION LOCAL = NO CHANGE</p>	<p>Overwritten Record: HI STATUS = W</p>	<p>Overwritten Record: FROM = NO CHANGE</p>

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LWOP/SLWOP/SEAS COMP/LOA (Leave of Absence) CONT	UNION LOCAL	HI STATUS	FROM DATE
<p>Return from LWOP/SLWOP/LOA/SEASONAL COMP - EE was not health insurance eligible prior to going on LWOP/SLWOP/LOA/SEASONAL COMP. EE has met 30-day time period.</p> <p>*Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P".</p> <p>See special rules section below.</p>	<p>UNION LOCAL = NO CHANGE</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECORD)</p>	<p>HI STATUS = F*</p>	<p>FROM = RETURN DATE</p>
<p>Return from LWOP/SLWOP/LOA/SEASONAL COMP - EE was not health insurance eligible prior to going on LWOP/SLWOP/LOA/SEASONAL COMP. EE has <u>not</u> met 30-day time period.</p> <p>*Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P".</p> <p>See special rules section below.</p>	<p>UNION LOCAL = NO CHANGE</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECORD)</p>	<p>HI STATUS = F*</p>	<p>FROM = 31st CONSECUTIVE DAY FROM RETURN DATE</p>
<p>Return from LWOP/SLWOP/LOA/SEASONAL COMP – including returning to part time position from full time position and elected HI (EE has met 30-day time period).</p> <p>*Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P".</p> <p>See special rules section below.</p>	<p>UNION LOCAL = BU</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECPRD)</p>	<p>HI STATUS = F*</p>	<p>FROM = RETURN DATE</p>
<p>Part time EE returns from LWOP/SLWOP/LOA/SEASONAL COMP directly to a full time HI eligible position.</p> <p>See special rules section below.</p>	<p>UNION LOCAL = BU</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECORD)</p>	<p>HI STATUS = F</p>	<p>FROM = RETURN DATE</p>

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LWOP/SLWOP/SEAS COMP/LOA (Leave of Absence) CONT	UNION LOCAL	HI STATUS	FROM DATE
Full time EE returns from LWOP/SLWOP/LOA/SEASONAL COMP directly to a part time position and does not elect HI.	UNION LOCAL = BU (ONLY ENTER IF CHANGE FROM EXISTING RECORD)	HI STATUS = Z	FROM = RETURN DATE
On LWOP/SLWOP/LOA/SEASONAL COMP and transfers to a HI ineligible position (maintains rights to previous position).	UNION LOCAL = NO CHANGE	HI STATUS = NO CHANGE	FROM = NO CHANGE
SPECIAL RULES : LWOP/SLWOP/SEAS COMP/LOA (Leave of Absence)			
<p>Employees returning from LWOP/SLWOP/LOA/SEASONAL COMP on 1st working day of the month when 1st calendar day of month falls on a weekend or holiday.</p> <p>This section does not apply to appointments, reappointments, or transfers.</p>	<p>If employee has 4 hours of pay status on their 1st work day of the month (holiday <u>or</u> regular day), the employee is eligible for HI on the 1st of the month.</p> <p>This applies even if employee loses holiday pay but has 4 hours of pay status on first scheduled day after the holiday.</p> <p>HI "From" date should be entered as the 1st of the month which may differ from the actual return date in these situations.</p>		
Proration of employee/employer premium payment upon return from LWOP/SLWOP/LOA/SEASONAL COMP (ASEA only). This does not alter the HINS entries as instructed above.	<p>Prorated based on return date (ASEA only): 2nd - 10th = full premium paid 11th - 20th = 2/3 premium paid 21st - 31st = 1/3 premium paid</p>		
<p>For seasonal employees who elect to defer HI coverage or those employees who receive extended HI coverage when going on seasonal leave or layoff, do not change how HI dates are entered. Enter HI dates as instructed above.</p>			
<p>Employees must have 4 hours of pay status on day of return to be eligible for HI on that day.</p>			
<p>LTC employees who have LWOP in their 1st 30 days receive credit for days worked prior to LWOP. Set HI date as day after 30 <u>cumulative</u> days from hire date.</p>			

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LAYOFF	UNION LOCAL	HI STATUS	FROM DATE
To Layoff - health insurance eligible	UNION LOCAL = NO CHANGE	HI STATUS = L	FROM = LAYOFF DATE
To Layoff prior to becoming health insurance eligible. Modify the eligibility record (F/P) and overwrite the eligible HI Status with "W", leaving the existing effective date. An error message will appear that will need to be overridden by clicking the workflow button. Do not change the HI Status to "L".	Overwritten Record: UNION LOCAL = NO CHANGE	Overwritten Record: HI STATUS = W	Overwritten Record: FROM = NO CHANGE
Return from Layoff - EE was not health insurance eligible prior to going on layoff. EE has met 30-day waiting period. *Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P". See special rules section below.	UNION LOCAL = NO CHANGE (ONLY ENTER IF CHANGE FROM EXISTING RECORD)	HI STATUS = F*	FROM = APPT DATE
Return from Layoff - EE was not health insurance eligible prior to going on Layoff. EE has not met 30-day waiting period. *Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P". See special rules section below.	UNION LOCAL = NO CHANGE (ONLY ENTER IF CHANGE FROM EXISTING RECORD)	HI STATUS = F*	FROM = 31st CONSECUTIVE DAY FROM APPT DATE
Return from Layoff - including returning to part time position from full time position and electing HI (EE has met 30-day waiting period). *Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P". See special rules section below.	UNION LOCAL = NO CHANGE (ONLY ENTER IF CHANGE FROM EXISTING RECORD)	HI STATUS = F*	FROM = APPT DATE

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LAYOFF (CONT)	UNION LOCAL	HI STATUS	FROM DATE
Part time EE returns from Layoff directly to a full time HI eligible position. See special rules section below.	UNION LOCAL = BU (ONLY ENTER IF CHANGE FROM EXISTING RECORD)	HI STATUS = F	FROM = APPT DATE
Full time EE returns from Layoff directly to a part time position and does not elect HI.	UNION LOCAL = BU (ONLY ENTER IF CHANGE FROM EXISTING RECORD)	HI STATUS = Z	FROM = APPT DATE
On Layoff and transfers to a HI ineligible position (maintains layoff rights to previous position).	UNION LOCAL = NO CHANGE	HI STATUS = NO CHANGE	FROM = NO CHANGE
SPECIAL RULES : LAYOFF			
Employees returning from LAYOFF on 1st working day of the month when 1st calendar day of month falls on a weekend or holiday. This section does not apply to appointments, reappointments, or transfers.	<p>If employee has 4 hours of pay status on their 1st work day of the month (holiday <u>or</u> regular day), the employee is eligible for HI on the 1st of the month.</p> <p>This applies even if employee loses holiday pay but has 4 hours of pay status on first scheduled day after the holiday.</p> <p>HI "From" date should be entered as the 1st of the month which may differ from the actual return date in these situations.</p>		
Proration of employee/employer premium payment upon return from LAYOFF (ASEA only). This does not alter the HINS entries as instructed above.	<p>Prorated based on return date (ASEA only):</p> <p>2nd - 10th = full premium paid 11th - 20th = 2/3 premium paid 21st - 31st = 1/3 premium paid</p>		
For seasonal employees who elect to defer HI coverage or those employees who receive extended HI coverage when going on seasonal leave or layoff, do not change how HI dates are entered. Enter HI dates as instructed above.			
Employees must have 4 hours of pay status on day of return to be eligible for HI on that day.			
LTC employees who have LWOP in their 1 st 30 days receive credit for days worked prior to LWOP. Set HI date as day after 30 <u>cumulative</u> days from hire date.			

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CHANGE OF HI COVERAGE DUE TO SCATTERED LWOP	UNION LOCAL	HI STATUS	FROM DATE
<p>EE loses HI coverage due to scattered LWOP</p> <p>Enter ESMT with IC/HIE Personnel Action/Reason codes to indicate loss of HI coverage. The ESMT effective date should be on the first of the month of loss of eligibility.</p>	UNION LOCAL = NO CHANGE	HI STATUS = X (LOSS OF ELIG)	FROM = 1ST OF MONTH NOT COVERED
<p>EE becomes HI eligible after loss of coverage due to scattered LWOP</p> <p>Enter ESMT with IC/HIE Personnel Action/Reason codes to indicate HI coverage restarts. The ESMT effective date should be on the first day the employee returns to work following the last full day of LWOP.</p> <p>*Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P".</p>	UNION LOCAL = NO CHANGE	HI STATUS = F*	FROM = START OF HI COVERAGE
SPECIAL RULES : CHANGE OF HI COVERAGE DUE TO SCATTERED LWOP			
<p>Employees returning from SCATTERED LWOP on 1st working day of the month when 1st calendar day of month falls on a weekend or holiday.</p> <p>This section does not apply to appointments, reappointments, or transfers.</p>	<p>If employee has 4 hours of pay status on their 1st work day of the month (holiday <u>or</u> regular day), the employee is eligible for HI on the 1st of the month.</p> <p>This applies even if employee loses holiday pay but has 4 hours of pay status on first scheduled day after the holiday.</p> <p>HI "From" date should be entered as the 1st of the month which may differ from the actual return date in these situations.</p>		
<p>Proration of employee/employer premium payment upon return from SCATTERED LWOP (ASEA only). This does not alter the HINS entries as instructed above.</p>	<p>Prorated based on return date (ASEA only):</p> <p>2nd - 10th = full premium paid 11th - 20th = 2/3 premium paid 21st - 31st = 1/3 premium paid</p>		
<p>Employees must have 4 hours of pay status on day of return to be eligible for HI on that day.</p>			
<p>LTC employees who have LWOP in their 1st 30 days receive credit for days worked prior to LWOP. Set HI date as day after 30 <u>cumulative</u> days from hire date.</p>			

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TRANSFERS	UNION LOCAL	HI STATUS	FROM DATE
<p>Transfer from a HI ineligible to eligible</p> <p>Employee must serve 30-day waiting period in an eligible position. Time served in ineligible position does not count toward the 30-day waiting period. Requires two HI transactions if employee has not met 30-day waiting period.</p> <p>*Note: for part time employees, notification must be received from R&B or Trust that EE elected HI coverage before entering as eligible. HI Status for part time employee electing HI coverage is "P".</p>	<p>UNION LOCAL = BU</p> <p>UNION LOCAL = BU</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECORD)</p>	<p>HI STATUS = W</p> <p>HI STATUS = F*</p>	<p>FROM = TRANSFER DATE</p> <p>FROM = 31st CONSECUTIVE DAY AFTER TRANSFER DATE</p>
<p>Transfer from a part-time to full-time position with same bargaining unit code - EE has not met 30-day waiting period.</p> <p>Time served in a part-time position does count toward the 30-day waiting period if EE worked at least 15 hrs/wk as part-time. Requires two HI transactions if employee has not met 30 day waiting period.</p>	<p>UNION LOCAL = BU</p> <p>UNION LOCAL = BU</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECORD)</p>	<p>HI STATUS = W</p> <p>HI STATUS = F</p>	<p>FROM = TRANSFER DATE</p> <p>FROM = 31st CONSECUTIVE DAY AFTER TRANSFER OR DAY AFTER 30 DAY WAITING PERIOD MET</p>
<p>Transfer from part time to full time - EE selected HI as part time or did not select HI as a PT but has met 30-day waiting period.</p> <p>Note: if EE worked less than 15 hrs/wk as part time, EE must serve another 30-day waiting period.</p>	<p>UNION LOCAL = BU</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECORD)</p>	<p>HI STATUS = F</p>	<p>FROM = TRANSFER DATE</p>
<p>Transfer from full time to a part time HI eligible position - Notification received from R&B or Trust that EE chose to continue coverage as part time.</p>	<p>UNION LOCAL = BU</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECORD)</p>	<p>HI STATUS = P</p>	<p>FROM = TRANSFER DATE</p>
<p>Transfer from HI eligible position to HI eligible position</p>	<p>UNION LOCAL = BU</p> <p>(ONLY ENTER IF CHANGE FROM EXISTING RECORD)</p>	<p>HI STATUS = NO CHANGE</p>	<p>FROM = TRANSFER DATE</p> <p>(ONLY ENTER IF CHANGE IN UNION LOCAL)</p>

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TRANSFERS (CONT)	UNION LOCAL	HI STATUS	FROM DATE
Transfer from HI eligible to HI ineligible position Includes employees transferring from full time to part time HI eligible position and notification has not been received from R&B or Trust that EE chose to continue coverage as a PT.	UNION LOCAL = BU (ONLY ENTER IF CHANGE FROM EXISTING RECORD)	HI STATUS = Z	FROM = TRANSFER DATE
Transfer from HI ineligible to HI ineligible position	UNION LOCAL = BU (ONLY ENTER IF CHANGE FROM EXISTING RECORD)	HI STATUS = NO CHANGE	FROM = TRANSFER DATE (ONLY ENTER IF CHANGE IN UNION LOCAL)
TERMINATIONS	UNION LOCAL	HI STATUS	FROM DATE
Termination from HI eligible position	UNION LOCAL = NO CHANGE	HI STATUS = Z	FROM = TERMINATION DATE
Termination from LWOP/SLWOP/LOA/LAYOFF/SEASONAL COMP	UNION LOCAL = NO CHANGE	HI STATUS = Z	FROM = TERMINATION DATE
Termination from HI ineligible position or Termination from HI ineligible position and EE retains layoff rights to HI eligible position	UNION LOCAL = NO CHANGE	HI STATUS = NO CHANGE	FROM = NO CHANGE
ACA	UNION LOCAL	HI STATUS	FROM DATE
Employee in HI ineligible position qualifies for HI under ACA and elects coverage.	UNION LOCAL = NO CHANGE	HI STATUS = A	FROM = 1st OF MONTH ELIGIBLE
Employee in ineligible position who qualified for HI under ACA terminates or no longer qualifies.	UNION LOCAL = NO CHANGE	HI STATUS = Z	FROM = TERMINATION DATE OR 1st OF MONTH NO LONGER QUALIFIED

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ACTUAL ELIGIBILITY DATES	Select Benefits (All Others)	ASEA (GG/GP/GY/GZ)	PSEA (AA/AP)	LTC (LL)	MMP (CC)
New Appointment to HI eligible position.	31 st cons. day	1 st of the month after 30 cons. days	1 st of the month after 30 cons. days	1 st of the month after 30 cumulative days	1 st of the month after 30 cons. days
New Appointment – HI eligibility date advanced due to full day of LWOP.	31 st cons. day after return from LWOP	1 st of month 30 cons. days after return from LWOP	1 st of month 30 cons. days after return from LWOP	1 st of month 30 cumulative days after return; include days prior to LWOP	1 st of month 30 cons. days after return from LWOP
Re-Appointment to HI eligible position 8 or more days after <u>termination of HI eligibility in old position (end of month)</u> .	31 st cons. day	1 st of the month after 30 cons. days	1 st of the month after 30 cons. days	1 st of the month after 30 cumulative days	1 st of the month after 30 cons. days
Re-Appointment to HI eligible position 7 or less days after <u>termination of HI eligibility in old position (end of month)</u> – same plan, BU, strike class.	Appointment date	1 st of the month after appointment date	1 st of the month after appointment date	Appointment date	1 st of the month after appointment date
Re-Appointment to HI eligible position 7 or less days after <u>termination of HI eligibility in old position (end of month)</u> – different plan, BU, strike class.	1 st of the month after appointment date	1 st of the month after appointment date	1 st of the month after appointment date	1 st of the month after appointment date	1 st of the month after appointment date
Return from LWOP/SLWOP/SEASONAL COMP/LOA/LAYOFF to HI eligible position – EE was <u>not</u> HI eligible prior to leaving but <u>has</u> met 30 day wait period.	Return date	Return date	Return date	1 st of month following return date	1 st of month following return date
Return from LWOP/SLWOP/SEASONAL COMP/LOA/LAYOFF to HI eligible position – EE was <u>not</u> HI eligible prior to leaving and has <u>not</u> met 30 day wait period.	31 st cons. day after return from LWOP	1 st of month 30 cons. days after return from LWOP	1 st of month 30 cons. days after return from LWOP	1 st of month 30 cumulative days after return; include days prior to LWOP	1 st of month 30 cons. days after return from LWOP
Return from LWOP/SLWOP/SEASONAL COMP/LOA/LAYOFF to the same HI plan – EE <u>was</u> HI eligible prior to leaving and <u>has</u> met 30 day wait period.	Return date	Return date	Return date	Return date	1 st of month following return date

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ACTUAL ELIGIBILITY DATES	Select Benefits (All Others)	ASEA (GG/GP/GY/GZ)	PSEA (AA/AP)	LTC (LL)	MMP (CC)
Return from LWOP/SLWOP/SEASONAL COMP/LOA/LAYOFF to a different HI Plan – EE <u>was</u> HI eligible prior to leaving and <u>has</u> met 30 day wait period.	Return date	1 st of month following return date	1 st of month following return date	1 st of month following return date	1 st of month following return date
Part time EE returns from LWOP/SLWOP /SEASONAL COMP/LOA/LAYOFF directly to full time HI eligible position – <u>has</u> met waiting period.	Return date	Return date	Return date	1 st of month following return date	1 st of month following return date
Part time EE returns from LWOP/SLWOP /SEASONAL COMP/LOA/LAYOFF directly to full time HI eligible position – has <u>not</u> met waiting period.	31 st cons. day after return from LWOP	1 st of month 30 cons. days after return from LWOP	1 st of month 30 cons. days after return from LWOP	1 st of month 30 cumulative days after return; include days prior to LWOP	1 st of month 30 cons. days after return from LWOP
EE Becomes HI eligible after loss of coverage due to scattered LWOP.	Return date	Return date	Return date	Return date	1 st of month following return date
Transfer from HI ineligible to eligible.	31 st cons. day after transfer date	1 st of month 30 cons. days after transfer date	1 st of month 30 cons. days after transfer date	1 st of month 30 cumulative days after transfer date	1 st of month 30 cons. days after transfer date
Transfers from Part time to Full Time - has <u>not</u> met wait period.	31 st cons. day after transfer date	1 st of month 30 cons. days after transfer date	1 st of month 30 cons. days after transfer date	1 st of month 30 cumulative days after transfer date	1 st of month 30 cons. days after transfer date
Transfers from Part time to Full Time - <u>has</u> met wait period (regardless of whether HI was selected or not).	Transfer Date	1 st of month after transfer date	1 st of month after transfer date	1 st of month after transfer date	1 st of month 30 after transfer date
Transfer from Full Time HI Eligible to Part Time HI Eligible – DOF notified EE chose to continue HI coverage.	1 st of month after transfer date	1 st of month after transfer date	1 st of month after transfer date	1 st of month after transfer date	1 st of month after transfer date
Transfer from HI Eligible to HI Eligible position in different plan, BU, or Strike Class.	New coverage - 1 st of month after transfer date	New coverage - 1 st of month after transfer date	New coverage - 1 st of month after transfer date	New coverage - 1 st of month after transfer date	New coverage - 1 st of month after transfer date