

## 2016 First Working Day of Month/Effective Date

Use the table to determine the effective date of medical and dental coverage based on the employee's first working day of the month.

First Day of Work	Medical/Dental Effective Date	First Day of Work	Medical/Dental Effective Date
<b>January</b>		<b>July</b>	
1-January	1-January	1-July	1-July
2-January	2-January	2-July and After	1-August
3-January	3-January		
4-January	4-January		
5-January and After	1-February		
<b>February</b>		<b>August</b>	
1-February	1-February	1-August	1-August
2-February and After	1-March	2-August and After	1-September
<b>March</b>		<b>September</b>	
1-March	1-March	1-September	1-September
2-March	1-April	2-September and After	1-October
<b>April</b>		<b>October</b>	
1-April	1-April	1-October	1-October
2-April and After	1-May	2-October	2-October
		3-October	3-October
		4-October and After	1-November
<b>May</b>		<b>November</b>	
1-May	1-May	1-November	1-November
2-May	2-May	2-November and After	1-December
3-May and After	1-June		
<b>June</b>		<b>December</b>	
1-June	1-June	1-December	1-December
2-June and After	1-July	2-December and After	1-January