2019 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
January		**July**	
January 1 January 2 January 3 and after	January 1 January 2 February 1	July 1 July 2 and after	July 1 August 1
February		**August**	
February 1 February 2 and After	February 1 March 1	August 1 August 2 and after	August 1 September 1
March		**September**	
March 1 March 2 and After	March 1 April 1	September 1 September 2 September 3 September 4 and after	September 1 September 2 September 3 October 1
April		**October**	
April 1 April 2 and after	April 1 May 1	October 1 October 2 and after	October 1 November 1
May		**November**	
May 1 May 2 and After	May 1 June 1	November 1 November 2 and after	November 1 December 1
June		**December**	
June 1 June 2 June 3 June 4 and after	June 1 June 2 June 3 July 1	December 1 December 2 December 3 and after	December 1 December 2 January 1