2020 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 1	July 1	July 1
January 2	January 2	July 2 and after	August 1
January 3 and after	February 1		
February		**August**	
February 1	February 1	August 1	August 1
February 2	February 2	August 2	August 2
February 3	February 3	August 3	August 3
February 4 and after	March 1	August 4 and after	September 1
March		**September**	
March 1	March 1	September 1	September 1
March 2	March 2	September 2 and after	October 1
March 3 and after	April 1		
April		**October**	
April 1	April 1	October 1	October 1
April 2 and after	May 1	October 2 and after	November 1
May		**November**	
May 1	May 1	November 1	November 1
May 2 and After	June 1	November 2	November 2
		November 3 and after	December 1
June		**December**	
June 1	June 1	December 1	December 1
June 2 and after	July 1	December 2 and after	January 1