

2026 First Working Day of Month/Effective Date Table

PEBB benefits administrators use the table to determine the effective date of medical, dental and vision coverage based on the employee's first working day of the month.

First day of work	Medical, Dental, Vision effective date
January	
January 1	January 1
January 2	January 2
January 3 and after	February 1
February	
February 1	February 1
February 2	February 2
February 3 and after	March 1
March	
March 1	March 1
March 2	March 2
March 3 and after	April 1
April	
April 1	April 1
April 2 and after	May 1
May	
May 1	May 1
May 2 and after	June 1
June	
June 1	June 1
June 2 and after	July 1

First day of work	Medical, Dental, Vision effective date
July	
July 1	July 1
July 2 and after	August 1
August	
August 1	August 1
August 2	August 2
August 3	August 3
August 4 and after	September 1
September	
September 1	September 1
September 2 and after	October 1
October	
October 1	October 1
October 2 and after	November 1
November	
November 1	November 1
November 2	November 2
November 3 and after	December 1
December	
December 1	December 1
December 2 and after	January 1