Washington State Health Care Authority

# 2027 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 | January 3 |
| January 4 | January 4 |
| January 5 and after | February 1 |
| **February** | |
| February 1 | February 1 |
| February 2 and after | March 1 |
| **March** | |
| March 1 | March 1 |
| March 2 and after | April 1 |
| **April** | |
| April 1 | April 1 |
| April 2 and after | May 1 |
| **May** | |
| May 1 | May 1 |
| May 2 | May 2 |
| May 3 | May 3 |
| May 4 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 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 and after | December 1 |
| **December** | |
| December 1 | December 1 |
| December 2 and after | January 1 |