

## CONTENT AREA

Benefit Changes Enacted in HB2024 for New Employees Hired on or after July 20, 2011

## ISSUE/QUESTION

How will the 90-day waiting period for basic life, Hartford LTD, and elective benefits for new employees hired on or after July 20, 2011 be implemented?

## ANSWER

In compliance with HB2024, new employees hired on or after July 20, 2011 in a benefits eligible position, will be subject to a 90-day waiting period for basic life, Hartford LTD (if eligible), and all elective benefits which include medical, dental, vision, supplemental life, dependent life, short term disability, medical flexible spending and dependent care flexible spending accounts.

Basic life and Hartford LTD (if eligible) will become effective on the first day of the pay period following the 90-day wait. HRIS will automatically calculate this date based on the hire date.

New employees hired on July 20, 2011 or later, will have access to Y.E.S. to select their elective benefits for 90 days after their hire date. For those employees who elect benefits during the first 90 days of employment (either through Y.E.S. or a completed enrollment form), benefits will become effective the first day of the pay period following the 90-day wait. If a new employee fails to complete their elections in Y.E.S. or via an enrollment form within the 90 day waiting period, they will be offered an additional 31 days to complete an enrollment form. If the employee chooses to complete the enrollment form within the 31 day "grace period", benefits will become effective the first day of the pay period following the receipt of a properly completed form. Failure to enroll during the 90 day waiting period or the 31 day "grace period" will result in ineligibility for benefits until the employee has a Qualified Life Event or until the next Open Enrollment occurs, whichever comes first.

### Example one:

A benefits eligible employee is hired on July 25, 2011 and completes their elections in Y.E.S. on August 29, 2011. Basic Life, Hartford LTD (if eligible), and any elective benefits would become effective October 29, 2011 (first day of the pay period following 90 day waiting period).

### Example two:

A benefits eligible employee is hired on July 25, 2011, but does not complete elections in Y.E.S. within 90 days. A form is completed and signed on November 3, 2011 (within the 31 day "grace period"). Basic Life and Hartford LTD (if eligible) would become effective October 29, 2011 (first day of the pay period following the 90 day waiting period) and the elective benefits would become effective November 12, 2011 (first day of the pay period following receipt of a properly completed form with any supporting documentation).

To view the Senate Engrossed Chaptered Version of HB2024, go to  
[http://www.azleg.gov/FormatDocument.asp?inDoc=/legtext/50leg/1r/bills/hb2024s.htm  
&Session\\_ID=102](http://www.azleg.gov/FormatDocument.asp?inDoc=/legtext/50leg/1r/bills/hb2024s.htm&Session_ID=102)

ISSUED

May 20, 2011