



Medical Coverage Start Date

Employee Printed Name: _____

Start Date: _____

Subject: Medical Coverage Start Date

In reference to medical coverage start date, the Affordable Care Act allows an employment based orientation period and 90 day maximum waiting period, after employment start date, before healthcare benefits will begin.

The waiting period is 60 days and the effective date is the first day of the next calendar month following the waiting period. All premiums are prepaid, meaning your contributory cost is deducted from your paycheck one month prior to the effective date.

Based on your hire date, your medical benefits will begin: _____

If you elect health benefits, deductions will start: _____

Please complete the medical enrollment application and return on or before: _____

Employee Signature

Date



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