



GIC Effective Date Chart

<u>Date of Employment from:</u>	<u>Coverage Begins on:</u>
Jan 2 - Feb 1	April 1
Feb 2 - Mar 2	May 1
Mar 3 - Apr 2	June 1
Apr 3 - May 2	July 1
May 3 - Jun 2	August 1
Jun 3 - Jul 3	September 1
Jul 4 - Aug 2	October 1
Aug 3 - Sep 2	November 1
Sep 3 - Oct 2	December 1
Oct 3 - Nov 2	January 1
Nov 3 - Dec 3	February 1
Dec 4 - Jan 1	March 1

* GIC health benefits begin on the first day of the month following 60 days or two full calendar months of employment, whichever comes first.

*Enrollment forms must be completed and returned to the Benefits Department at Central Office within **10 calendar days** of first day of employment.