

Initial Appointment

Enrollment Periods and Coverage Effective Dates

EXAMPLE A - GRADUATE ASSISTANT OR SHORT-TERM ACADEMIC STAFF - Hired January 1, 2XXX

Facts: Employee begins University employment on **January 1, 2XXX**
Employee is **NOT** in a WRS covered position

Enrollment Periods and Coverage Effective Dates	SGH Grad	Ind & Fam Life	UW Empl Life	UIA*	Maj Med	AD &D	Dental*		TSA Deferred Comp & Long Term Care	Spectera	ERA
							OSER Rep	UW Non Rep			
A. any time on or before 30 days after the first day of covered employment											
A1. application received on or before 1/1/XX for coverage effective	1/1/XX **	1/1/XX	1/1/XX	Automatic Enrollment	1/1/XX		1/1/XX	1/1/XX		1/1/XX	1/1/XX
A2. application received from 1/2/XX through 1/31/XX for coverage effective	2/1/XX **	2/1/XX	2/1/XX		2/1/XX		2/1/XX	2/1/XX		2/1/XX	2/1/XX
B. no specific enrollment periods						X			X		

- * Dental Coverage is offered by OSER for Represented employees, including TA's, and the UW offers dental for Non-Represented employees. Unions may also offer dental insurance for represented employees. The TAA Union does not offer union dental benefits.
- ** Employees receive employer share toward premiums payment immediately.

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EXAMPLE B - GRADUATE ASSISTANT OR SHORT-TERM ACADEMIC STAFF - Hired January 2, 2XXX

Facts: Employee begins University employment on **January 2, 2XXX**
Employee is NOT in a WRS covered position

Enrollment Periods and Coverage Effective Dates	SGH Grad	Ind & Fam Life	UW Empl Life	UIA*	Maj Med	AD &D	Dental*		TSA Deferred Comp & Long Term Care	Spectera	ERA
							OSER Rep	UW Non Rep			
A. anytime on or before 30 days after the first day of covered employment											
A1. application received on or before 2/1/XX for coverage effective	2/1/XX **	2/1/XX	2/1/XX	Automatic Enrollment	2/1/XX		2/1/XX	2/1/XX		2/1/XX	2/1/XX
B. no specific enrollment periods						X			X		

- * Dental Coverage is offered by OSER for Represented employees, including TA's, and the UW offers dental for Non-Represented employees. Unions may also offer dental insurance for represented employees. The TAA Union does not offer union dental benefits.
- ** Employees receive employer share toward premiums payment immediately.

Initial Appointment Enrollment Periods and Coverage Effective Dates

EXAMPLE C - GRADUATE ASSISTANT OR SHORT-TERM ACADEMIC STAFF - Hired January 15, 2XXX

Facts: Employee begins University employment on **January 15, 2XXX**
Employee is NOT in a WRS covered position

Enrollment Periods and Coverage Effective Dates	SGH Grad	Ind & Fam Life	UW Empl Life	UIA*	Maj Med	AD &D	Dental*		TSA Deferred Comp & Long Term Care	Spectera	ERA
							OSER Rep	UW Non Rep			
A. any time on or before 30 days after the first day of covered employment											
A1. application received on or before 2/1/XX for coverage effective	2/1/XX **	2/1/XX	2/1/XX	Automatic Enrollment	2/1/XX		2/1/XX	2/1/XX		2/1/XX	2/1/XX
A2. application received from 2/2/XX through 2/14/XX for coverage effective:	3/1/XX **	3/1/XX	3/1/XX		3/1/XX		3/1/XX	3/1/XX		3/1/XX	3/1/XX
B. no specific enrollment periods						X			X		

- * Dental Coverage is offered by OSER for Represented employees, including TA's, and the UW offers dental for Non-Represented employees. Unions may also offer dental insurance for represented employees. The TAA Union does not offer union dental benefits.
- ** Employees receive employer share toward premiums payment immediately.