## Attachment A: Life Insurance Effective Date Alignment

			<u>New</u>			<u>Updated</u>
			Effective	Current	Current	Termination
			Date rule to	State	State	Date rule to
		Current State	align to for	Coverage	Premium	align to for
	Current State	Premium Effective	IAS	Termination	Termination	IAS
Lifecycle Processes	Coverage Effective Date	Date	Configuration	Date	Date	Configuration
			1st of the			
		1st of the month	month on or			
New Hire/Newly eligible	Date of enrollment, but	following 30 days after	after	,	,	,
Enrollment	not earlier than hire	date of hire	enrollment	N/A	N/A	N/A
				End of the	End of the	
			1st of the	month in	month in	
		1st of the month	month on or	which	which	
Re-enrollment upon Leave of	Date of enrollment, but	following 30 days after	after	premiums	premiums	No change
Absence - Lapse of coverage	not earlier than return	date of return to work	enrollment	were paid	were paid	needed
				Previous	Previous	
				Employer -	Employer -	
				End of the	End of the	
	1st of the month of hire	1st of the month of	No change	month prior	month prior	No change
State to State Transfer	at new employer	hire at new employer	needed	to new hire	to new hire	needed
		1st of the month	1st of the			
Enrollment due to change in	Date of enrollment, but	following 30 days after	month on or			
Employment Class (to position	not earlier than date	date of 100% ER paid	after			
with 100% ER paid coverage)	eligible for 100% ER paid	eligibility	enrollment	N/A	N/A	N/A
	Date of enrollment, but	1st of the month	1st of the			
	not earlier than family	following 30 days after	month on or			
Enrollment due to Family Status	status change event	date of family status	after			
Change (QLE)	(QLE)	change (QLE)	enrollment	N/A	N/A	N/A
			1st of the	End of the	End of the	
	Date of enrollment, but	1st of the month	month on or	month of	month of	
Re-enrollment upon	not earlier than	following 30 days after	after	previous	previous	No change
Reinstatement following an Appeal	reinstatement	reinstatement	enrollment	termination	termination	needed

			<u>New</u>			<u>Updated</u>
			Effective	Current	Current	Termination
			Date rule to	State	State	Date rule to
		Current State	align to for	Coverage	Premium	align to for
	Current State	Premium Effective	IAS	Termination	Termination	IAS
Lifecycle Processes	Coverage Effective Date	Date	Configuration	Date	Date	Configuration
			1st of the			
			month on or			
		1st of the month	after			
EOI Enrollment	Date of EOI approval	following EOI approval	approval	N/A	N/A	N/A
				End of the	End of the	
				month of	month of	No change
Employee Termination	N/A	N/A	N/A	termination	termination	needed
					End of the	
				Date of	month of	
Employee Death	N/A	N/A	N/A	death	death	Date of death
				End of the	End of the	
				month of	month of	No change
Employee or Retiree Cancellation	N/A	N/A	N/A	cancellation	cancellation	needed
				End of the	End of the	
Employee or Retiree Reducing				month of	month of	No change
Coverage Level(s)	N/A	N/A	N/A	cancellation	cancellation	needed
					End of the	
					month	
					proceeding	
Termination of Supplemental and				Employee's	employee's	
Spouse and Dependent due to				70th	70th	Employee's
Employee turning 70	N/A	N/A	N/A	birthday	birthday	70th birthday
					End of the	End of the
				90 days	month in	month in
				after the	which the	which the
Termination of Spouse and				death of	employee	employee
Dependent due to Employee Death	N/A	N/A	N/A	employee	died	died

Lifecycle Processes	Current State Coverage Effective Date	Current State Premium Effective Date	New Effective Date rule to align to for IAS Configuration	Current State Coverage Termination Date	Current State Premium Termination Date	Updated Termination Date rule to align to for IAS Configuration
Lifetytie i rotesses	Coverage Effective Date	Date	Comiguration	Date	End of the	Comiguration
					month	
					proceeding	
Termination of Supplemental and				Employee's	employee's	
Additional due to Retiree turning				65th	65th	Employee's
65	N/A	N/A	N/A	birthday	birthday	65th birthday
Termination of Additional due to						
employee 70+ (Active EE paying					End of the	End of the
additional, coverage terms on				Termination	month of	month of
termination date)	N/A	N/A	N/A	date	termination	termination
Termination of Spouse and					End of the	
Dependent due to Divorce (no	21/2	21/2		Date of	month of	Date of
other covered dependents)	N/A	N/A	N/A	divorce	divorce	divorce
				Date of	E. J. Cil.	
				qualification for	End of the month of	
Termination of Spouse and				insurance as	qualification	
Dependent due to Last Dependent				an eligible	for	N/A Remove
becoming an eligible employee	N/A	N/A	N/A	employee	insurance	Scenario
becoming an engible employee	IN/A	IN/A	IN/A	cilipioyee	End of the	Scenario
Termination of Spouse and				Date	month of	Date
Dependent due to Age Out at 26 of				dependent	reaching age	
Last Dependent	N/A	N/A	N/A	reaches 26	26	reaches 26
			,		End of the	
Termination of Spouse and				Date of	month of	Date of
Dependent due to Death of Last				dependent	dependent	dependent
Dependent	N/A	N/A	N/A	death	death	death

Lifecycle Processes	Current State Coverage Effective Date	Current State Premium Effective Date	New Effective Date rule to align to for IAS Configuration	Current State Coverage Termination Date	Current State Premium Termination Date	Updated Termination Date rule to align to for IAS Configuration
Rehired Annuitant continuing coverage as an Active Employee	Date of enrollment, but not earlier than hire	1st of the month following 30 days after date of hire	1st of the month after enrollment	R&I Sponsor - End of the month of new hire date	R&I Sponsor - End of the month of new hire date	Last day of the month prior to enrollment
Lapse in Coverage due to Non- payment	N/A	N/A	N/A	End of the month in which premiums were paid	End of the month in which premiums were paid	No change needed

<sup>\*</sup> Need to store original coverage effective and term dates for each level of coverage.