



Policy Category: Administrative
Policy Number: 2.13
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Policy Title: Effective Dates of Employee Benefits
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All benefits to which an employee is entitled shall be made available, if elected, on the first day of work and end on the last day of work. The last day of work, as defined by this policy, shall be the result of a disqualifying event, including but not limited to, retirement, layoff, resignation, work stoppage, strike or termination.

Anyone who becomes ineligible for any employer provided benefits through their actions will not be eligible for those benefits for a period of 30 days from the last day of the disqualifying event.

COBRA coverage following the last day of work will be offered to the extent required by law.