



Employer Provisions

Administrative Rule 401 Participation: Effective Dates of Coverage

Benefits Plan Reference

Article IV Participation

Original Date

01/17

Replaces: Administrative Rules 204, 304, 305

Effective Dates of Coverage

Upon Hiring

Installed Pastors

For ministers of the Word and Sacrament in installed positions, the effective date of coverage is the effective date of the call or the first day of service, provided the Board of Pensions receives the enrollment form and dues within 12 months of the effective date of the call. If the enrollment form is received more than 12 months from the effective date of the call, the effective date of coverage will be 12 months prior to the postmark date.

Enrollment may not be earlier than the first day of service.

Other Ministers of the Word and Sacrament and All Other Employees

For ministers who are not in installed positions and for all other employees, the effective date of coverage will be the later of the date the employee commences eligible employment, the expiration of any employer waiting period, or January 1 of the year for which the employer first elected to offer the coverage to the member's employment classification, provided that the employer enrolls the individual within 60 days of the effective date. Waiting periods for medical coverage can be no longer than 90 days and for pension participation no longer than three years. If the employer fails to enroll the individual, the enrollment is deferred until the following annual enrollment period.

Special Enrollment Periods

An employee may make benefits changes within 60 days of a qualifying life event.