



EMPLOYEES TRANSFERRED OR REHIRED

The following guide outlines permissible changes to benefit elections for transferred and rehired health plan employees.

Effective July 1, 2022, the administration of benefit elections for transferred and rehired health plan participants has been updated in order to comply with Affordable Care Act (ACA) requirements as summarized below:

- **Employee transfers:**
 - Coverage is effective immediately.
 - May not change plan coverage (*without another qualifying event*).
 - NO HEALTH ENROLL FORM REQUIRED.

- **Rehire Employee (31 days or less):** (*same rules as a transferred employee*)
 - Coverage is effective immediately with reinstatement of prior plan elections.
 - May not change plan coverage (*without another qualifying event*).
 - NO HEALTH ENROLL FORM REQUIRED.

- **Rehire Employee (on or between days 32 through 91):**
 - Coverage is effective immediately
 - May make new plan elections or waive coverage.
 - REQUIRES A HEALTH ENROLL FORM OR WAIVER FORM COMPLETION.

- **Rehire Employee (92+ days):** (*new hire enrollment*)
 - Coverage is effective the first of the month following the date of hire.
 - May make new plan elections or waive coverage.
 - REQUIRES A HEALTH ENROLL FORM OR WAIVER FORM COMPLETION.

ACA REQUIREMENTS FOR PARTICIPANTS COVERED UNDER THE SAME HEALTH INSURANCE PLAN

Archdiocesan Employee Employment Action	Immediate Coverage (No Waiting Period)	Waiting Period Applies (1 st of the month following hire)	Reinstate Prior Coverage/Tiers	Enrollment of New Coverage/Tiers Allowed	Health Enrollment Form Required
Transferred Employees	YES	NO	YES	NO	NO
Rehired 31 days or less	YES	NO	YES	NO	NO
Rehired 32 through 91 days	YES	NO	NO	YES	YES
Rehired 92+ days	NO	YES	NO	YES	YES