

## New Seasonal Employees

(Full-time, Part-time, Job Share)

Seasonal employees may receive PEBB benefits if the employer expects them to work at least 90 consecutive days in full-time, half-time or job-share status.

**Seasonal employees expected to work fewer than 90 days are not eligible for PEBB benefits.** If the agency extends the length of the seasonal position, the employee is eligible for benefits retroactive to 60 days from the date of hire.

### Benefit Options

- **Full-time seasonal employees:** All available medical plans and dental plans (except for part-time and retiree plans), according to where you live or work
- **Part-time seasonal employees:** All available medical plans and dental plans, according to where you live or work
- Basic \$5,000 life insurance
- All optional benefits except short term and long term disability insurance.

These employees may opt out of medical coverage (if they have other group medical coverage as defined by PEBB). They may also decline all benefits.

Enrollment Period	Effective Dates
<p><b>During Open Enrollment</b> Change, add or remove benefits.</p>	<p>First of the new plan year (usually January 1).</p>
<p><b>New hire or newly eligible</b> Benefit elections must be made within 60 days from date of hire or when employee becomes eligible.</p>	<p><i>Generally</i>, the first of the month following the hire date or receipt of enrollment forms or electronic enrollment, whichever is later. Optional insurance dates may vary.</p>
<p><b>Midyear qualified change event</b> Benefit elections must be made within 60 days of the event.</p>	<p><i>Generally</i>, the first of the month following the date the agency receives required update forms and after the event date, whichever is later.</p>