

Please see guidance from carriers regarding treatment of changes in status:

AETNA	Employees who leave the company and are then rehired within one year do not have to serve a new probation period before they become eligible for benefits. They are eligible on the day they are rehired
ANTHEM BLUE CROSS	If the employee is rehired within 31 days of termination, coverage will resume with no lapse upon our receipt of a written request from the employer group. If the employee is rehired more than 31 days from termination but not more than 91 days, coverage shall restart effective on the rehire date. The rehired employee will not be subject to any applicable group-imposed waiting period and must complete a new Employee Enrollment Application. If the employee is rehired more than 91 days (13 weeks) after the termination date, the employee is considered a new employee, subject to any applicable group-imposed waiting period and must complete a new Employee Enrollment Application. The group is responsible for notifying us immediately if an employee is rehired and will be continuing coverage.
BLUE SHIELD	Employees rehired within 6 months of cancellation of coverage, the effective date will be the date of rehire if the paperwork is received within 60 days if they completed the company waiting period during prior employment period. Re-employment notification must be indicated on the rehired individual employee application.
CALCHOICE	A former employee who has been rehired may be eligible for re-enrollment without completing the waiting period if the employee previously completed the company waiting period and rehired within 6 months of leaving the company. An enrollment application must be completed within 60 days of the return to work, accompanied by a written request to waive the waiting period and proof of full time employment. Coverage will be effective 1st of the month following the rehire date.
HEALTH NET	If a terminated employee is rehired within 30 days, the coverage will be reinstated without a coverage lapse. If more than 30 days, the employee must again fulfill the groups probationary period.
KAISER PERMANENTE	If the employee is rehired within 31 days of termination, coverage will resume with no lapse upon our receipt of a written request from the employer group. If the employee is rehired more than 31 days from termination but not more than 91 days, coverage shall restart effective on the rehire date. The rehired employee will not be subject to any applicable group-imposed waiting period and must complete a new Employee Enrollment Application. If the employee is rehired more than 91 days (13 weeks) after the termination date, the employee is considered a new employee, subject to any applicable group-imposed waiting period and must complete a new Employee Enrollment Application. The group is responsible for notifying us immediately if an employee is rehired and will be continuing coverage.
UNITED HEALTHCARE	Please follow your own company eligibility policies for rehire and leave of absence situations.