



NY 23-19

TO: New York State Health Benefits Administrators
FROM: Employee Benefits Division
SUBJECT: 28-Day Initial Waiting Period, Effective October 1, 2023
DATE: September 8, 2023

Currently, employees newly hired into a benefits eligible position are subject to a 42- or 56-day waiting period before coverage begins. The length of the waiting period is dependent upon the employee’s group designation at the time of hire as shown below:

Group	Waiting Period
Council 82, CSEA, DC-37, PIA, UCS, UUP*	42 days
NYSCOPBA, PBA, PBA-NYS, PEF, M/C; Legislature	56 days

** UUP: The 42-day waiting period for otherwise eligible newly hired academic employees will begin on the actual day of professional obligation, but not earlier than August 15th.*

Beginning October 1, 2023, the initial waiting period for all newly eligible employees will change from **42- or 56-days to 28 days**. This applies only to employees hired on or after October 1, 2023, who elect enrollment in Medical, Dental, and/or Vision coverage within their initial waiting period. This change applies to all NY groups except for Student Employee Health Plan (SEHP).

Please note, if an employee is hired prior to October 1, 2023, the original 42- or 56-day waiting period will still apply. Additionally, if an employee does not enroll in NYSHIP when newly eligible, they will continue to be subject to a late enrollment waiting period.

The *General Information Book* for NY active employees will be updated and reissued before the end of the year to reflect this change. The NY HBA Manual will reflect this change prior to the October 1 effective date. NYBEAS programing has been updated to appropriately apply the applicable waiting period as outlined above.

