

# ***HEALTH BENEFITS E-NEWS***

*Department of Human Resource  
Management  
Office of Health Benefits*

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## ***Enrolling New Hires in Health Care***

Newly eligible employees (new hires) now have up to 30 calendar days to enroll in a state employee health plan and/or flexible reimbursement accounts (FRA). The 30-day countdown period begins on the first day of employment and ends 30 days later. If the enrollment action is received within the 30 calendar day time frame, coverage will be effective the first of the month coinciding with or following the date of employment.

If an employee starts work on the 2nd of the month because the 1st is a holiday or weekend, and the agency receives the enrollment action within 30 calendar days of the hire date, then the employee's coverage goes into effect the first of the following month.

## ***COVA Connect Member Flyer on Emergency Room Use***

Using the hospital emergency room (ER) in non-emergency situations can be expensive to both the state health plan and to plan members. Sometimes visiting an urgent care center is a better choice outside of regular doctor's office hours.

In an effort to direct COVA Connect members to the most appropriate and cost efficient level of care, the attached flyer provides information to consider when deciding whether to visit or not to visit the ER. Please post this flyer in locations at your agency that are visible and used frequently by employees. As always, your assistance is appreciated.