

## When will my benefits begin? NBOE Benefits Eligibility Chart

### NBOE Benefits Enrollment Based on Union/Pay Group/Start Date

Union Code	Payroll Group (P12)	12 - Month calendar year - Benefits Eligibility	Deductions Start - No Employee deductions for dental and vision
BTC, CASA, Local 1, 32, 68, 617, and Unaffiliated	P12	60 day waiting period from date of hire for Medical, Dental, Vision, and Rx to start	30-days prior to Medical and Rx effective date
NTU	P12	Medical, dental, vision, and Rx starts on the date of hire	Medical and Rx starts on the date of hire

Union Code	Payroll Group (P10, P11, 23, 24)	10 - Month school year - Benefits Eligibility Date of Hire Rule #1 (If hired on the First day of school through September 15)	Deductions Start - No Employee deductions for dental and vision
CASA, Local 3, 32, 617, NTA, and Unaffiliated	P23, P10, P24, P22	Medical & Rx starts on the date of hire. 60 day waiting period from date of hire for Dental & Vision to start	Medical and Rx starts on the date of hire.
NTU	P10 /P22	Medical, dental, vision, and Rx starts on the date of hire	Medical and Rx starts on the date of hire.

Union Code	Payroll Group (P10, P11, 23, 24)	10 - Month school year - Benefits Eligibility Date of Hire Rule #2 (If hired on September 16 onwards until June 30)	Deductions Start - No Employee deductions for dental and vision
CASA, Local 3, 32, 617, NTA, and Unaffiliated	P23 P10/ P24, P11	60 day waiting period from date of hire for Medical, Dental, Vision, and Rx to start	30-days prior to Medical and Rx effective date
NTU	P10 /P22	Medical, dental, vision, and Rx starts on the date of hire	Medical and Rx starts on the date of hire.

**All new hires/rehires have the option to enroll into the NJ Educators Health Plan or Garden State Health Plan (which includes prescription), union specific dental plan, vision plan, or waive part of, or all of the coverage. Failure to take action will result in defaulting into no coverage.**

<p>Unions:</p> <p>BTC = Building Trades Council Represents: Tradesman: Painters, Masons, Roofers, Sheet Metal Workers, Carpenters, Electricians, Plumbers, Pipefitters, HVAC, and Welders</p> <p>CASA= City Association of Supervisors &amp; Administrators. CASA represents Principals, Vice Principals, Department Chairpersons, and Instructional Directors and Supervisors</p> <p>Local 1= Special Police Organization of NJ Inc. – Local 1 represents the following: Special Police Security</p> <p>Local 3= N.J.F.S.W – New Jersey Food Service Workers Union, Local 3 represents the following: Food Service Workers</p> <p>Local 32= O.P.E.I.U. – Office Professional Employees International Union, Local 32 represents: Non-instructional Supervisors, Administrative Secretaries, and Secretarial Staff</p> <p>Local 617= S.E.I.U. – Service Employee Int'l. Union: Local 617 represents the following: Administrative Office Clerks, Custodial Workers, Security Guards, Laborers, Truck Drivers, &amp; Nurses Aides</p> <p>Local 68 = I.U.O.E. – Int'l. Union of Operating Engineers: Local 68 represents Custodians and Senior Custodians</p> <p>NTA = Newark Teachers Associations: The Newark Teachers Associations represents Nurses</p> <p>NTU = Newark Teachers Union: The Newark Teachers Union represents the following: Teachers, School Clerks, Per Diem Teachers, Teacher Aides, and Court Rep.</p>
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\*Additional information is available at <https://www.nps.k12.nj.us/departments/human-resources/labor-employee-relations/unions/>