



**FULL-TIME HOURLY ASSOCIATES (CONTINUED)**

Includes full-time hourly pharmacists (except full-time hourly California pharmacists\*), full-time hourly field supply chain, full-time hourly field supervisor positions in stores and clubs; excludes full-time hourly Vision Center managers

**NOTE:** The initial enrollment period should not be mistaken for the coverage effective date. You must enroll in coverage **prior** to the coverage effective date for most benefits.

Plan	Enrollment periods and coverage effective dates
<ul style="list-style-type: none"> <li>Short-term disability enhanced plan (not available to associates who work in California, Hawaii, New Jersey, and Rhode Island; New York short-term disability enhanced plan is available in New York)</li> </ul> <p>See the <a href="#">Full-time hourly short-term disability chapter</a> for general information about state benefits.</p>	<p><b>Initial enrollment period:</b> You must enroll in coverage between your first payday and the day <i>prior</i> to the first day of the calendar month during which your 89th day of continuous full-time employment falls.</p> <p><b>When coverage is effective:</b></p> <ul style="list-style-type: none"> <li><b>If you enroll in coverage during your initial enrollment period:</b> Coverage is effective on the 12-month anniversary of your date of hire.</li> <li><b>If you enroll in coverage after your initial enrollment period:</b> Coverage is effective 12 months after the date you enroll in coverage at Annual Enrollment or, in the case of an election change event, 12 months after the date of the event.</li> </ul> <p>If you elect coverage, your election must remain in effect until the end of the calendar year containing the coverage effective date and may not be changed until the Annual Enrollment period for the next calendar year unless you experience an election change event, as described in the <a href="#">Permitted election changes outside Annual Enrollment</a> section of this chapter.</p>
<ul style="list-style-type: none"> <li>Long-term disability (LTD) plan (including enhanced benefits)</li> </ul>	<p><b>Initial enrollment period:</b> You must enroll in coverage between your first payday and the day <i>prior</i> to the first day of the calendar month during which your 89th day of continuous full-time employment falls.</p> <p><b>When coverage is effective:</b></p> <ul style="list-style-type: none"> <li><b>If you enroll in coverage during your initial enrollment period:</b> Coverage is effective on the 12-month anniversary of your date of hire.</li> <li><b>If you enroll in or increase coverage after your initial enrollment period:</b> <ul style="list-style-type: none"> <li>If you enroll in or increase coverage following an election change event, your coverage is effective on the later of 1) the first day of the pay period following the date you enroll, or 2) the 12-month anniversary of your date of hire.</li> <li>If you enroll in or increase coverage during Annual Enrollment for the next Plan year, your coverage will be effective the later of 1) January 1 of that year, or 2) the 12-month anniversary of your date of hire.</li> </ul> </li> </ul> <p>If you elect coverage, your election must remain in effect until the end of the calendar year containing the coverage effective date and may not be changed until the Annual Enrollment period for the next calendar year unless you experience an election change event, as described in the <a href="#">Permitted election changes outside Annual Enrollment</a> section of this chapter.</p>

\*If you are classified as a “full-time hourly California pharmacist” in Walmart’s payroll systems, see the chart for management associates.

\*\*If your spouse/partner or dependent child is confined for medical treatment (at home or elsewhere), coverage is delayed until your spouse/partner or child has a medical release (does not apply to a newborn child).

**NOTE:** Some benefits require you to meet the definition of active work. See the [“Active work”](#) or [“actively at work”](#) section in this chapter for information.