

PATRIOT SECURITY EOC

Insurance Eligibility Effective December 1, 2022

Starting May 2023, there will be a “look back” audit period performed (this will be done twice a year) to determine the average number of hours all employees have worked. This audit will determine if employees are considered to be classified as Full-Time. If it is determined that you are classified as Part-Time, then you will no longer be eligible to be enrolled in the offered benefit plans. This includes eligibility for insurance plans (medical, disability, life, dental and vision) offered through Patriot Security EOC.

Full-Time is defined as having an average of 30 or more hours per week for the six (6) month “look back” audit period.

Part-Time is defined as working 29 or fewer hours per week for the six (6) month “look back” audit period. If you average 29 or fewer hours per week, then you are no longer eligible for benefits, as you would be considered a Part-Time employee.

Employees hired during the six (6) month “look back” period, the hours will be adjusted accordingly based on the hire date.