Effective Dates (RVSR Challenge IWT)

Instructor Lesson Plan

Time Required: 1.5 Hours

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| Lesson Description | |
| The information below provides the instructor with an overview of the lesson and the materials that are required to effectively present this instruction. | |
| TMS # | 4193685 |
| Prerequisites | N/A |
| target audience | The target audience for Effective Dates is the entry level RVSR during the instructor web-based training.  Although this lesson is targeted to teach the entry level employee, it may be taught to other VA personnel as mandatory or refresher type training. |
| Time Required | 1.5 hours |
| Materials/ TRAINING AIDS | Lesson materials:   * Effective Date PowerPoint Presentation * Effective Date Trainee Handouts * Effective Date Practical Exercise Answer Key * Effective Date Lesson Plan |
| Training Area/Tools | The following are required to ensure the trainees are able to meet the lesson objectives:   * Classroom or private area suitable for participatory discussions * Seating, writing materials, and writing surfaces for trainee note taking and participation * Handouts, which include a practical exercise * Large writing surface (easel pad, chalkboard, dry erase board, overhead projector, etc.) with appropriate writing materials * Computer with PowerPoint software to present the lesson material   Trainees require access to the following tools:   * Effective Date PowerPoint Presentation * Effective Date Trainee Handouts * Compensation and Pension Knowledge Management Portal |
| Pre-Planning | * Become familiar with all training materials by reading the Instructor Lesson Plan while simultaneously reviewing the corresponding PowerPoint slides. This will provide you the opportunity to see the connection between the Lesson Plan and the slides, which will allow for a more structured presentation during the training session. * Become familiar with the content of the trainee handouts and their association to the Lesson Plan. * Practice is the best guarantee of providing a quality presentation. At a minimum, do a complete walkthrough of the presentation to practice coordination between this Lesson Plan, the trainee handouts, and the PowerPoint slides and ensure your timing is on track with the length of the lesson. * Ensure that there are copies of all handouts before the training session. * When required, reserve the training room. * Arrange for equipment such as flip charts, an overhead projector, and any other equipment (as needed). * Talk to people in your office who are most familiar with this topic to collect experiences that you can include as examples in the lesson. * This lesson plan belongs to you. Feel free to highlight headings, key phrases, or other information to help the instruction flow smoothly. Feel free to add any notes or information that you need in the margins. |
| Training Day | * Arrive as early as possible to ensure access to the facility and computers. * Become familiar with the location of restrooms and other facilities that the trainees will require. * Test the computer and projector to ensure they are working properly. * Before class begins, open the PowerPoint presentation to the first slide. This will help to ensure the presentation is functioning properly. * Make sure that a whiteboard or flip chart and the associated markers are available. * The instructor completes a roll call attendance sheet or provides a sign-in sheet to the students. The attendance records are forwarded to the Regional Office Training Managers. |

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| Introduction to Effective Dates | | |
| INSTRUCTOR INTRODUCTION | | Complete the following:   * Introduce yourself * Orient learners to the facilities * Ensure that all learners have the required handouts |
| time required | | 0.25 hours |
| Purpose of Lesson  Explain the following: | | This lesson is intended to explain various types of effective dates and to provide the trainee with the references available to assist in assigning the proper effective dates. |
| Lesson Objectives  Discuss the following:  Slide 2  Handout 2 | In order to accomplish the purpose of this lesson, the RVSR trainee will be required to accomplish the following lesson objectives.  TheRVSR traineewill be able to:  Identify the importance of the correct effective date  Explain how the VA determines the effective date for benefit claims  Explain the General Rule for Effective dates  Explain date of receipt of claim, intent to file, increased evaluations  Explain Liberalizing law  Review effective dates for Special Montly Compensation  Review effective dates for decisions made after February 19, 2019  Explain effective date Reductions  Identify the correct answers to the effective date scenarios | |
| Explain the following: | Each learning objective is covered in the associated topic. At the conclusion of the lesson, the learning objectives will be reviewed. | |
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| References  Slide 3-5  Handout | Explain where these references are located in the workplace.  All M21-1 references are found in the [Live Manual Website](https://vaww.compensation.pension.km.va.gov/).   * [**38 CFR 3.1(r) Definitions**](http://www.ecfr.gov/cgi-bin/text-idx?SID=1dedcff6ba77d794c7a03c9222243c87&mc=true&node=se38.1.3_11&rgn=div8) * [**38 CFR 3.105 Revision of Decisions**](http://www.ecfr.gov/cgi-bin/text-idx?SID=1dedcff6ba77d794c7a03c9222243c87&mc=true&node=se38.1.3_1105&rgn=div8) * [**38 CFR 3.114 Change of law or Department of VA issue**](http://www.ecfr.gov/cgi-bin/text-idx?SID=1dedcff6ba77d794c7a03c9222243c87&mc=true&node=se38.1.3_1114&rgn=div8) * [**38 CFR 3.156(c) New and material evidence**](http://www.ecfr.gov/cgi-bin/text-idx?SID=1dedcff6ba77d794c7a03c9222243c87&mc=true&node=se38.1.3_1156&rgn=div8) * **38 CFR 2.500(h)(1)-Review of decisions** * **38 CFR 2.500(h)(2)-Supplemental claims** * [**38 CFR 3.400 General**](http://www.ecfr.gov/cgi-bin/text-idx?SID=1dedcff6ba77d794c7a03c9222243c87&mc=true&node=se38.1.3_1400&rgn=div8) * [**38 CFR 3.401 Veterans**](http://www.ecfr.gov/cgi-bin/text-idx?SID=1dedcff6ba77d794c7a03c9222243c87&mc=true&node=se38.1.3_1401&rgn=div8) * [**38 CFR 3.500-Reduction and Discontinuances General**](https://www.ecfr.gov/cgi-bin/text-idx?SID=ad275643432556b9dda942343fb89296&mc=true&node=pt38.1.3&rgn=div58#se38.1.3_1500) * [**38 CFR 3.501-Reduction and Discontinuances Veterans**](https://www.ecfr.gov/cgi-bin/text-idx?SID=ad275643432556b9dda942343fb89296&mc=true&node=pt38.1.3&rgn=div58#se38.1.3_1500) * [**38 CFR 4.29 Ratings for service-connected disabilities requiring hospitalization**](http://www.ecfr.gov/cgi-bin/text-idx?SID=a9f230d38f003321ff05e81b7e6147a5&mc=true&node=se38.1.4_129&rgn=div8) * [**38 CFR 4.30 Convalescent ratings**](http://www.ecfr.gov/cgi-bin/text-idx?SID=a9f230d38f003321ff05e81b7e6147a5&mc=true&node=se38.1.4_130&rgn=div8) * [**M21-1, Part III, Subpart i, Chapter 3, Section A - General Information About the Fully Developed Claim (FDC) Program**](https://vaww.compensation.pension.km.va.gov/system/templates/selfservice/va_ka/portal.html?encodedHash=) * [**M21-1, Part III, Subpart i, Chapter 3, Section B - Processing Fully Developed Claims (FDCs)**](https://vaww.compensation.pension.km.va.gov/system/templates/selfservice/va_ka/portal.html?encodedHash=) * [**M21-1, Part III, Subpart ii, Chapter 2, Section B - Claims for Disability Compensation and/or Pension, and Claims for Survivors Benefits**](https://vaww.compensation.pension.km.va.gov/system/templates/selfservice/va_ka/portal.html?encodedHash=) * [**M21-1, Part III, Subpart ii, Chapter 2, Section C - Informal Claims Received Prior to March 24, 2015, Communication of an Intent to File (ITF), and Requests for an Application**](https://vaww.compensation.pension.km.va.gov/system/templates/selfservice/va_ka/portal.html?encodedHash=) * **M21-1, Part III, Subpart iv, Chapter 5, Section C** * **M21-1 Part III, Subpart iv, Chapter 8, Section D-Reduction in Awards** * **M21-1 Part IV, Subpart ii, Chapter 2, Section C- Service Connection for Diabilities Resulting From Exposure to Environmental Hazards or RVN Service** * **M21-1 Part IV, Subpart ii, Chapter 2, Section F- Compensation Based o IU** * **M21-1, Part IV, Supart II, Chapter 2, Section J-Effective dates for Hospitalization** * [**Brown v Nicholson No.04-0418, May 31, 2007**](http://vbaw.vba.va.gov/bl/21/advisory/CAVCDAD.htm) * [**Williams v Principi No. 98-1492 August 31, 2001**](http://vbaw.vba.va.gov/bl/21/advisory/CAVCDAD.htm) * [**Rice v Shinseki No.06-1445, May 6, 2009**](http://vbaw.vba.va.gov/bl/21/advisory/CAVCDAD.htm) * [**Dalton v Nicholson No. 04-1196, February 16, 2007**](http://vbaw.vba.va.gov/bl/21/advisory/CAVCDAD.htm) * [**Hurd v West No. 09-749, April 25, 2000**](http://vbaw.vba.va.gov/bl/21/advisory/CAVCDAD.htm) | |
| Motivation: Why Do We Need to Know the  Correct Effective Date?  Slide 6 | * Explain our Veterans and dependents deserve to have their claims processed not only timely, but accurately and that includes applying the appropriate effective date * Contributing to that principle we must:   + Identify all the resources required for RVSR’s to have prior to assigning an effective date   + Discuss how having that knowledge will help the us maintain quality, but also avoid over and underpayments and contribute to our goal of assisting Veterans and their dependents | |

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| Topic 1: Determining Effective Dates | |
| Introduction | This topic will allow the trainee to understand how to properly determine an effective date for various scenerios often encountered by an RVSR. |
| Time Required | 1 hour |
| OBJECTIVES/ Teaching Points | Topic objectives:  Properly determine an effective date for:   * Direct Service-Connection * Presumptive Service-Connection * Secondary Service-Connection * Liberalizing Law or VA Issue * Increased Evaluations   + Disability   + Hospitalization   + Convalescence   + Special Monthly Compensation * Fully Developed Claims * Previously decided claims on and after February 19, 2019 * Reductions |
| Effective Date Determination  Slide 7 | Explain to the trainees why we need to ask these questions when determining effective dates.   * We must first know the type of claim we are making a decision on, service conection? Increased evaluation? Reduction? * If the Veteran submits an Intent to File, we have to ask is this within one year of the date of claim? Or is it outside the 1 year window? Explain if outside the 1 year then we would use date of claim. * What is the date of receipt of claim? * What is the date basic entitlement arose? * Do any liberalizing laws or VA issues apply? |
| General Rule 38 CFR 3.400  Slide 8-10 | Explain the General Rule for 38 CFR 3.400 and the parts of the general rule.  Date of claim: the date of the formal application received (VA Form 21-526EZ).  Emphasize that after March 24, 2015 all claims must be on the prescribed forms, and informal claims are no longer accepted.  Intent to File form (VA Form 21-0966) replaced informal claims on March 24, 2015.  Discuss the date entitlement arose, and provide an example of when this is appropriate. (e.g. Presumptive SC, which will be discussed later)  Date fact found, an example of an increase where the evidence shows a date up to one year prior to the date of claim. |
| Service Connection - Direct  Slide 11 | Explain the provisions of 38 CFR 3.400(b)(2).  Discuss how the effective date is the day after discharge if the claim is received within one year of discharge.  Discuss that the effective date could also be the date entitlement arose during the same time period.  More than one year after discharge, then the General Rule applies, which is the date of receipt of claim for an initial claim, or date entitlement arose for an increased claim. |
| Example 1/Answer1  Slide 12-13 | The Veteran served honorably in the Navy from April 3, 1996 to March 31, 2018. He filed an initial claim for hypertension on July 9, 2018. Service treatment records show the Veteran was diagnosed with hypertension in 2004. DBQ completed August 30, 2018 confirms diagnosis of hypertension and shows readings that would warrant a compensable evaluation.  What is the effective date of service connection?  **ANSWER**:  **April 1, 2018**, day after discharge since the claim was received within one year from discharge and hypertension was diagnosed in service and is therefore direct/incurred service connection. |
| Service Connection - Presumptive  Slide 14 | Explain that presumptive conditions allow the VA to go back to an earlier effective date based on 3.309, 3.317.  If a Veteran is released from the military and files a claim (within a year of discharge-meeting all criteria) for one of the conditions VA considers presumptive then the effective date may be date of claim-the diagnosis after law change or;  the effective date one year prior to date of claim if the Veteran was discharged before the law change. (38 CFR 3.114) |
| Example 2/Answer 2  Slide 15-16 | The Veteran served honorably in the Army from April 3, 1993 to March 31, 2018. He filed a claim for hypertension on June 10, 2018. Service treatment records do not show hypertension. Medical records dated May 5, 2018 provides a diagnosis of hypertension and shows readings that would warrant a compensable evaluation.  What is the effective date of service connection?  **ANSWER**:  **May 5, 2018**, the date entitlement arose since the claim was received within one year from discharge and hypertension was diagnosed and compensable within one year of discharge. (38 CFR 3.400(b)(2)(ii)) |
| Service Connection - Secondary  Slide 17 | Effective dates for secondary conditions will be either:  The effective date of an award of SC is not based on the date of the earliest medical evidence demonstrating a causal connection between a primary condition and another disability secondarily related to it. The effective date of secondary SC must be based on the date that the application upon which SC was eventually awarded was filed. |
| Example 3/Answer 3  Slide 18-19 | The Veteran served honorably in the Army from April 3, 2003 to April 2, 2016. He filed a claim for left knee DJD on August 10, 2018 secondary to his service connected right knee DJD. Service treatment records show the Veteran was not treated for any left knee condition in service. VA treatment records show treatment for left knee pain. VA exam diagnoses the Veteran with left knee DJD and opines the condition is secondary to the service connected right knee DJD.  What is the effective date of service connection?  **Answer**:  **August 10, 2018**, date of receipt of claim for the secondary disability |
| Liberalizing Law or VA Issue  Slide 20-21 | 38 CFR 3.114(a) applies to an award of compensation or an increased evaluation based upon a liberalizing law, or a liberalizing VA issue.  The effective date of an award or increase will be determined with the facts found, but will not be earlier than the effective date of the change in law or issue.  NOTE: The claimant/Veteran must meet the requirements for the changed law or issue prior to the effective date of the change to be entitled to any retroactive effective date |
| Liberalizing Law 38 CFR 3.114  Slide 21 | * Affects initial, supplemental, and claims for increase * If a claim is reviewed on the initiative of VA within 1 year from the effective date of the law or VA issue, or at the request of a claimant received within 1 year from that date, benefits may be authorized from the effective date of the law or VA issue. * If a claim is reviewed at the request of the claimant more than 1 year after the effective date of the law or VA issue, benefits may be authorized for a period of 1 year prior to the date of receipt of such request.   Example: A Veteran must have been diagnosed with DM II prior to May 8, 2001 to receive an effective date one year prior if the claim was filed today. Otherwise, the the general rule from 38 CFR 3.400 is applied. |
| Example 4/Answer 4  Slide 22-23 | The Veteran served honorably in the Army from April 17, 1966 to April 16, 1970, with verified service in the Republic of Vietnam (RVN). He filed a claim for type 2 diabetes mellitus on January 20, 2019. Private medical evidence shows the Veteran was diagnosed with type 2 diabetes mellitus on May 8, 2000 and prescribed oral medications to treat the condition. VA exam diagnoses the Veteran with type 2 diabetes mellitus.  What is the effective date of service connection?  Answer:  **January 20, 2018**, one year prior to the date of receipt of claim.  The Veteran was diagnosed with type 2 diabetes mellitus prior to May 8, 2001 when type 2 diabetes was added as a herbicide related condition. |
| Increased Evaluations  Slide 24 | 38 CFR 3.400(o)(2) was changed at the same time to include that those records could be used for an earlier effective date only if a claim for increase was received within one year of the date of treatment that showed an increased evaluation was warranted.   * March 24, 2015, 38 CFR 3.157, which allowed VA examination reports and medical records to act as claims for increase was removed from our regulations.   If that evidence is received with a claim more than one year after the date of the treatment record, then the effective date would be the date of claim, or the date facts found, whichever is later.  If increase evaluation is part of a continuously pursued issue, the effective date will be assigned based on the new guidance effective February 29, 2019, (3.2500(h)(1).) |
| Example 5/Answer 5  Slide 25-26 | Veteran who is service connected at 10% effective January 18, 2005 for a back condition files a claim for an increase in this condition on September 15, 2017. DBQ from the VA dated May 20, 2018 shows that the Veteran’s back condition now meets the criteria for a 20% evaluation.  What is the effective date of the increased evaluation?  **Answer**:  **September 15, 2017**, date of receipt of claim. |
| Increased Evaluations  Slide 27 | 38 CFR 3.401(h) Temporary increase “General Policy in Rating,” 1945 Schedule for Rating Disabilities—  (1) Section 4.29 of this chapter. Date of entrance into hospital, after 21 days of continuous hospitalization for treatment.  (2) Section 4.30 of this chapter. Date of entrance into hospital, after discharge from hospitalization (regular or release to non-bed care).  Temporary Total Disability Rating   * Due to hospitalization (38 CFR 4.29)   + increased rating will be effective the first day of continuous hospitalization and will be terminated effective the last day of the month of hospital discharge (regular discharge or release to non-bed care) or effective the last day of the month of termination of treatment or observation for the service-connected disability * Due to convalescence (38 CFR 4.30)   + Total ratings will be assigned if treatment of a service-connected disability resulted in:     - Surgery necessitating at least one month of convalescence (Effective as to outpatient surgery March 1, 1989.)     - Surgery with severe postoperative residuals such as incompletely healed surgical wounds, stumps of recent amputations, therapeutic immobilization of one major joint or more, application of a body cast, or the necessity for house confinement, or the necessity for continued use of a wheelchair or crutches (regular weight-bearing prohibited). (Effective as to outpatient surgery March 1, 1989.)     - Immobilization by cast, without surgery, of one major joint or more. (Effective as to outpatient treatment March 10, 1976.)     - A reduction in the total rating will not be subject to §3.105(e) of this chapter. The total rating will be followed by an open rating reflecting the appropriate schedular evaluation; where the evidence is inadequate to assign the schedular evaluation, a physcial examination will be scheduled prior to the end of the total rating period. |
| Example 6/Answer 6  Slide 28-29 | A Veteran’s claim for temporary total disability indicates he was admitted to the hospital on February 24, 2018, for gall bladder surgery for a service connected condition on February 26, 2018, and meets the requirements for a grant of convalescence.  What is the effective date for this claim?  **Answer**:  **February 24, 2018**, date of hospital admission. |
| Increased Evaluation – Special Monthly Compensation (SMC)  Slide 30 | ***38 CFR 3.401(a)***  ***Aid and attendance and housebound benefits.***  Except as provided in §3.400(o)(2), the date of receipt of claim or date entitlement arose, whichever is later.  *However, when an award of compensation based on an intial or supplemental claim is effective for a period prior to the date of receipt of the claim, any additional pension or compensation payable by reason of need for aid and attendance or housebound status shall also be awarded for any part of the award's retroactive period for which entitlement to the additional benefit is established.* (Authority: 38 U.S.C. 501; 5110(b)(1), (3))  ***Date of departure from hospital, institution, or domiciliary.*** (Authority: 38 U.S.C. 501)  If the Veteran is hospitalized or institutionalized at government expense SMC for aid and attendance will, in most cases be reduced based upon those circumstances. SMC will be restored the date of departure from those facilities.  ***Spouse, additional compensation for aid and attendance:***  Date of receipt of claim or date entitlement arose, whichever is later.  *However, when an award of disability compensation based on an initial or supplemental is effective for a period prior to date of receipt of the claim additional disability compensation payable to a Veteran by reason of the Veteran's spouse's need for aid and attendance shall also be awarded for any part of the award's retroactive period for which the spouse's entitlement to aid and attendance is established.* |
| Example 7/Answer 7  Slide 31-32 | The Veteran served honorably in the Air Force from February 2, 1999 to March 31, 2004. He filed a claim for SMCon August 17, 2018. The Veteran is currently service connected for Schizophrenia at 100% disabling. VA examination shows the Veteran meets the requirements for being permanently housebound due to the schizophrenia.  What is the effective date of special monthly compensation?  **August 17, 2018**, date of receipt of claim. |
| Effective Dates for Previously Decided Claims On and After February 19, 2019  *Slide 33* | Considerations relevant to a previously decided claim.   * Continuously pursued claims-is the underlying issue continuously pursued under 38 CFR 3.2500(c), as a higher level review (HLR), supplemental claim, or appeal to the Board of Veteran’s Appeals. ***Reference***:  For an example of an effective date assigned under [38 CFR 3.2500(h)(1)](https://www.ecfr.gov/cgi-bin/text-idx?SID=c08a3c62e4c2007c26da4379059b6e93&mc=true&node=se38.1.3_12500&rgn=div8), see [M21-1, Part III, Subpart iv, 5.C.6.d](https://vaww.vrm.km.va.gov/system/templates/selfservice/va_kanew/help/agent/locale/en-US/portal/554400000001034/content/554400000067390/M21-1-Part-III-Subpart-iv-Chapter-5-Section-C-Effective-Dates#6d). * Supplemental claims received after the prior claim became finally adjudicated under 38 CFR 3.160(d), decision makers must apply the effective date provisions of 38 CFR 3.2500(h)(2), which states that the effective date will be fixed in accordance with the date of entitlement arose, but will not be earlier than the date of receipt of the supplemental claim. ***Reference***:  For an example of an effective date assigned under [38 CFR 3.2500(h)(2)](https://www.ecfr.gov/cgi-bin/text-idx?SID=c08a3c62e4c2007c26da4379059b6e93&mc=true&node=se38.1.3_12500&rgn=div8), see [M21-1, Part III, Subpart iv, 5.C.6.e](https://vaww.vrm.km.va.gov/system/templates/selfservice/va_kanew/help/agent/locale/en-US/portal/554400000001034/content/554400000067390/M21-1-Part-III-Subpart-iv-Chapter-5-Section-C-Effective-Dates#6e). * Effective date considerations for incomplete supplemental claims. The Veteran fills out a VA Form 20-005, Decision Review Request: Supplemental Claim and fails to provide new and relevant evidence. |
| Example 8/Answer 8  *Slide 34*  *Slide 35*  Example 9  *Slide 36*  Answer  *Slide 37* | * On July 14, 2018, a Veteran files an initial claim for chronic fatigue syndrome due to Gulf War. STRS confirm the Veteran service in Iraq in 2008, Afghanistan in 2009. VA issues a rating decision and corresponding decision on October 2, 2018, deny the claim because the evidence provided no treatment or a diagnosis for his claimed condition. On February 28, 2019, the Veteran completes a request for a higher level review (HLR). The higher-level reviewer discovers, a private treatment report from San Diego Medical Center showing CFS and prescribed medication dated June 1, 2017.   What is the correct effective date?  Answer :   * Service connection is granted with an effective date July 14, 2018, the date of the initial claim, because   + - * + All elements required to establish SC have been met, and         + The Veteran continually pursued the issue with the timely filing of an available decision review option * On January 25, 2018, the Veteran was denied for bilateral hearing loss. Evidence available at the time of adjudication failed to confirm a clinical diagnosis. On November 29, 2018, the VA receives and ITF from the Veteran. On February 20, 2019, VA received a supplemental claim for bilateral hearing loss with private medical evidence documenting a clinical diagnosis accompanying Maryland CNC test results documented January 3, 2018.   What is the correct effective date?  Answer 9: The effective date is February 20, 2019, the date of the supplemental claim   * 3.500(h)(2) directs the effective date will be fixed in accordance with date entitlement arose but not earlier than the date of receipt of the supplemental claim. |
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| Effective date tool: RVSR Assistant: Effective Dates EPSS  *Slide 38* | Demonstrate the RVSR Assistant for effective dates.  Show the trainees how to use the tool, and show them where they can find additional examples within the tool. |
| Effective date tools: Rating Job Aids/VBMS-R:  Effective date builder  *Slide 39* | The slide is a demonstration when opening the effective date builder on the rating job aids page or the embedded one in VBMS-R. The tool assist with notifying the rater if the correct effective date was properly inputted on an initial claim or supplemental claim. |
| Questions?  Slide 40 | Please ask the trainees if they have any questions from the course, and if not please direct them to the trainee handout for the Practical Exercise. |
| note(s) | N/A |
| DEMONSTRATION | At Slide 38:  Demonstrate the RVSR Assistant for Effective Dates.  Show the trainees where it is located, and how to use the tool. |

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| Lesson Review, Assessment, and Wrap-up | |
| Introduction  Discuss the following: | The Effective Dates lesson is complete.  Review each lesson objective and ask the trainees for any questions or comments. |
| Time Required | 0.25 hours |
| Lesson Objectives | You have completed the Effective Dates lesson.  The RVSR trainee should be able to:  Identify the importance of the correct effective date  Explain how the VA determines the effective date for benefit claims  Explain the General Rule for Effective dates  Explain date of receipt of claim, intent to file, increased evaluations  Explain Liberalizing law  Review effective dates for Special Montly Compensation  Review effective dates for decisions made after February 19, 2019  Explain effective date Reductions  Identify the correct answers to the effective date scenarios |
| Assessment | The assessment for this course is the proper application of effective dates when completing ecases and ratings during residential phase of training. |