**Question:** Why it causes issues if effective date for a revision of a job contract is in future?

**Answer:** As far as I understand job contract dates functionality, I could say, if contract end date < effective date of new revision, any changes made to the contract will get on effect after contract ends. This is some odd behavior. Also, if effective date is set in future, and contract ends before that, user is not allowed to start new contract, until that effective date. This can be issue, as user have to create new contract with start date as of today, but cannot do so, and user cannot even update effective date of the contract. So he has to wait till that effective date to start new contract.