

## **Recalled Academics/Rehired Retirees: Important Information About Your Benefits**

You are receiving this benefits information packet because you became eligible for employee benefits upon rehire or recall following retirement. As a rehired retiree, there is important information you need to know.

### **If you are enrolled in a Retiree medical plan, your Retiree medical plan enrollment will be suspended**

This means that you will not receive medical benefits under the Retiree Health Benefits program until you lose eligibility for employee benefits. You will receive a notice from the UC Retirement Administration Service Center (RASC) via postal mail regarding the suspension of your Retiree medical plan.

### **If you decline to enroll in employee benefits, you will not have medical coverage provided by UC**

You have the option to accept or decline the offer of employee benefits. If you enroll in employee benefits, you may choose from any medical plan offered in the Mid-level package of the Faculty/Staff Benefits program, including UC Blue & Gold HMO, Kaiser HMO, UC Care, Health Savings Plan, or CORE. In addition, you may enroll in non-medical benefits such as disability, life, legal, AD&D, flexible spending accounts, hospital indemnity, critical illness, accident, and pet insurance. You have 31 days from the date of hire to enroll in employee benefits.

Note that dental and vision coverage are not included in the Mid-level benefits package. Your eligibility for dental and vision coverage will continue through the Retiree Health Benefits program.

If you decline to enroll in employee benefits and are eligible for Medicare, you have the option to enroll in Original Medicare (also known as Fee for Service Medicare or Medicare Parts A, B and D), a non-UC individual Medicare Supplement or Medicare Advantage (Part C) plan, or obtain coverage through your spouse's employer, if available.

### **If you are enrolled in Medicare, you have the option to cancel or continue Medicare Parts B and D**

If you are enrolled in a UC Medicare plan, the notice from the RASC regarding the suspension of your Retiree medical plan will include step-by-step instructions on how to cancel your Medicare Parts B and D enrollment during your employment. You will not be subject to penalties for failure to enroll in Medicare as long as you are enrolled in a medical plan with prescription drug coverage. When your eligibility for employee benefits ends, you will have a Special Enrollment Period to re-enroll in Medicare Part B and, if necessary, Part D.

## You may re-enroll in Retiree Medical when you are no longer eligible for employee medical coverage

Eligibility for employee benefits will end when your rehire appointment terminates, your only appointment is a “Without Salary (WOS)” job title such as Emeritus WOS, or you work less than 910 hours in an annual period (17.5 hours/week on average). See the FAQ document linked below for more information about returning to Retiree Medical coverage.

### Need help?

More information about benefits eligibility as a rehired retiree is available through the following resources.

#### UCnet

Returning to work at UC after retirement: <https://ucnet.universityofcalifornia.edu/retirees/understanding-your-retiree-benefits/details-retiree-benefits/returning-to-work-after-retirement/>

This page includes links to live and recorded webinars, 1:1 counseling appointments, FAQs and more.

#### UCPath

<https://ucpath.universityofcalifornia.edu/>

855-982-7284, Monday – Friday, 8:00 a.m. – 5:00 p.m. (PT)

Scan to visit



#### UC Retirement Administration Service Center (RASC)

<https://rasc.universityofcalifornia.edu/>

1-800-888-8267, Monday–Friday, 7:00 a.m. to 4:30 p.m. (PT)

RASC provides the following resources:

- Retiree Health webinars
- Monthly Medicare webinars
- Weekly Medicare Office Hours
- 1:1 Retirement Counseling sessions
- 1:1 appointments with Insurance Liaisons (staff with specialized knowledge about Medicare and UC Retiree medical plans)