

Important Information About Benefits for Rehired Retirees and Recalled Academics

Before rehiring a UC retiree, it is important to understand how the retiree's medical benefits could be impacted by their rehire appointment. Here are two common scenarios:

1) Retiree Recently Retired, Rehired for the First Time

If the Rehired Retiree is enrolled in a Retiree medical plan, the Retiree can remain in the Retiree medical plan if:

- The Retiree is rehired **6 months + 1 day or more** after separation from UC and the **rehire appointment is less than 43.75%**.

If the Rehired Retiree is enrolled in a Retiree medical plan, the Retiree medical plan enrollment will be suspended if the Retiree is rehired:

- **Within 6 months** of separation from UC, at any FTE (including 0 FTE), and was **eligible for employee benefits at the time of separation, OR**
- **At 43.75% time or greater**

2) Continuing and Reappointed Rehired Retirees

If a Rehired Retiree has their appointment renewed annually, it is important that they **do not work more than 910 hours** during the yearly Standard Measurement Period (SMP, which runs from Nov. 1 – Oct. 31). If they work 910 or more hours within an SMP, they will be required to suspend the Retiree medical plan.

Retiree Medical Benefits Suspended – Now What?

The Rehired Retiree will receive a notice from the UC Retirement Administration Service Center (RASC) via postal mail if their Retiree medical enrollment is suspended.

The Rehired Retiree may accept or decline the offer of Faculty/Staff Mid-level benefits. If they accept, they may:

- Choose any Faculty/Staff medical plan
- Enroll in non-medical benefits including disability, life, legal, AD&D, flexible spending accounts, hospital indemnity, critical illness, accident, and pet insurance

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

If the Rehired Retiree is enrolled in Medicare, they must decide whether to disenroll from Medicare Part B (and D, if applicable). Instructions on disenrolling from Medicare Parts B and D will be sent along with the notice of suspension of Retiree medical plan.

Retroactive Appointments for Rehired Retirees

Any retroactive change to a rehire/recall appointment that makes the Rehired Retiree eligible for employee benefits will cause complications with health benefits, especially if they are in a UC Medicare plan. If a job change makes a Rehired Retiree eligible for employee benefits retroactively, contact UCPath for assistance to ensure that the employee is provided a Period of Initial Enrollment and that prospective suspension of the retiree medical plan is coordinated with RASC.

Need more help?

This is a high-level summary. More information about benefits eligibility for a rehired retiree is available through the following resources.

Rehired Retiree Benefits Eligibility Training – on your location’s Learning Management System

UCnet: <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, and FAQs about returning to work at UC after retirement

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

Contact UCPath with questions about rehire appointments and benefits eligibility status
855-982-7284, Monday – Friday, 8:00 a.m. – 5:00 p.m. (PT)

UC Retirement Administration Service Center: <https://rasc.universityofcalifornia.edu/>

Contact RASC with questions about retiree health benefits and Medicare
1-800-888-8267, Monday–Friday, 7:00 a.m. to 4:30 p.m. (PT)

RASC provides Retiree Health webinars, monthly Medicare webinars, weekly Medicare Office Hours, 1:1 Retirement Counseling sessions and 1:1 appointments with Insurance Liaisons (staff with specialized knowledge about Medicare and UC Retiree medical plans)

Fidelity

Questions regarding RMDs for the Retirement Savings Program (403(b), 457(b) and DC plans) should be directed to Fidelity at 1-800-558-9182. Questions regarding RMDs for UCRP and CAP accounts should be directed to RASC at 1-800-888-8267.