

Recalled Academics/Rehired Retirees: Important Information About Your Benefits

If you are considering being rehired at UC after retirement, there is important information you need to know regarding your medical benefits.

If you are enrolled in a Retiree medical plan, your Retiree medical plan enrollment will be suspended if:

- You are rehired **within 6 months** of separation from UC, at any FTE (including 0 FTE), and **were eligible for employee benefits at the time of separation, OR**
- You are **rehired at 43.75% or greater, OR**
- You worked more than 910 hours during a Standard Measurement Period (Nov. 1 – Oct. 31) as a Rehired Retiree.

If any of these scenarios apply to you, you will receive a notice from the UC Retirement Administration Service Center (RASC) via postal mail regarding the suspension of your Retiree medical plan.

Retiree Medical Benefits Suspended – Now What?

You 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

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.

What About Medicare?

If you are enrolled in a UC Medicare plan, the notice from the RASC will include 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 if 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.

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.

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 more help?

This is a high-level summary and not meant to cover every scenario. More information about specific benefits eligibility for a rehired retiree is available through the following resources.

UCnet

This page includes links to live and recorded webinars, 1:1 counseling appointments, and FAQs about returning to work at UC after retirement: <https://ucnet.universityofcalifornia.edu/retirees/understanding-your-retiree-benefits/details-retiree-benefits/returning-to-work-after-retirement/>

UCPath

Contact UCPath with questions about your rehire appointment or benefits eligibility status

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

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

UC Retirement Administration Service Center (RASC)

Contact RASC with questions about retiree health benefits or Medicare

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

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.