**NEW POLICY ON HEALTH AND WELFARE BENEFITS FOR RECALLS (REHIRED RETIREES)**

To ensure compliance with federal regulations, UC will require certain academic recalls (referred to as rehired retirees) to change their medical plan upon re-employment with UC.

**KEY CHANGES**

Rehired retirees who are eligible for UC retiree health benefits and become eligible for employer-sponsored group medical coverage in accordance with federal requirements and UC eligibility policy will be offered Mid-level faculty/staff benefits

Rehired retirees are free to accept or decline the offer of faculty/staff coverage. If they wish to enroll, they will be able to choose from any available faculty/staff medical plan for which they are eligible (for example, if in a UC Medicare plan, they are not limited to the partner plan of their Medicare plan).

Enrollment in a UC retiree medical plan (retiree health or Medicare) will be suspended whether or not the rehired retiree accepts the faculty/staff coverage.

Faculty/staff benefit coverage will end when:

1. the recall ends or
2. the average weekly hours of service during the annual measurement period fails to qualify for Faculty/staff benefits

Rehired retirees may re-enroll in the medical plan of their choice under the UC retiree health program once eligibility for the faculty/staff benefits end.

*Note: There are no impacts to dental and vision plans under the retiree benefits program.*

**TIMELINE**

The new policy will be applied to retirees rehired or recalled July 1, 2025, or later.

Retirees rehired prior to July 1, 2025, will have their benefits eligibility evaluated by UCPath when their appointment is next renewed, extended, changed or terminated, after July 1, 2025.

[Frequently Asked Questions](file:///C:\Users\jpcaro\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\1K1AU0JH\Feb%2010%20Rehired%20Retiree%20Benefit%20Eligibility%20FAQs%20for%20Current%20and%20Prospective%20Retirees.pdf) is a living document and will be updated as new information becomes available. Please send questions and feedback to [healthandwelfarebenefits@ucop.edu](mailto:healthandwelfarebenefits@ucop.edu).