UC Retiree Health Benefits
Health & welfare benefits that may continue into retirement

- Medical
- Dental
- Legal
- Vision
- Accidental Death & Dismemberment
UC retiree health & welfare eligibility requirements

- Enrolled in or eligible for UC employee health coverage
- 10 or more years of UCRP service credit (for medical and dental)
- Elect monthly retirement income. Not available with LSC.
- Retirement date within 120 days of UC separation date
- Continue employee coverage until date retirement income begins
- Rehires must work at least 12 months in an eligible position
How much you pay for UC retiree medical and dental depends on

- Total premium cost of selected medical/dental plan
- UC’s contribution amount
- Percentage of UC’s contribution for which you are eligible
- Who is covered
- Medicare coordination with your UC medical plan
- May be subject to collective bargaining
## UC Retiree Health Eligibility Groups

<table>
<thead>
<tr>
<th>GROUP 1</th>
<th>GROUP 2</th>
<th>GROUP 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Original UCRP entry date without break in service:</td>
<td>UCRP entry date without break in service:</td>
<td>UCRP entry date, or rehired after a break in service:</td>
</tr>
<tr>
<td>Before January 1, 1990</td>
<td>January 1, 1990 - June 30, 2013*</td>
<td>On/after July 1, 2013*</td>
</tr>
<tr>
<td>% of UC Contribution received:</td>
<td>% of UC contribution received:</td>
<td>% of UC contribution received:</td>
</tr>
<tr>
<td>100%</td>
<td>50-100% based on service</td>
<td>0-100% based on age and service</td>
</tr>
</tbody>
</table>

*Subject to collect bargaining
Retiree Health Group 1

- UCRP entry before January 1, 1990
- 100% of UC contribution amount
Retiree Health Group 2 – Graduated Eligibility*


<table>
<thead>
<tr>
<th>Years of UCRP service credit</th>
<th>% of UC contribution</th>
</tr>
</thead>
</table>
| 5 - 9                        | • 50%, if age + service >= 75  
|                              | • Otherwise, not eligible   |
| 10                           | • 50%                   |
| 11 - 20                      | • 50% + 5% per year over 10  
|                              | • 100% at 20 years        |
| Over 20                      | • 100%                 |

*Subject to collect bargaining
Retiree Health Group 3 – Graduated Eligibility*  
- UCRP entry on/after July 1, 2013

<table>
<thead>
<tr>
<th>Age, years of UCRP service credit</th>
<th>% of UC contribution</th>
</tr>
</thead>
</table>
| age 50 – 55 or less than 10 yrs service | • 0%  
• Age 56 and 10 years service credit minimum |
| age 56-65 and 10-20+ yrs service | • 5% + increases with each full year in age and full year service credit  
• 100% at age 65 and 20 years |
| age 65+ and 20+ yrs service | • 100% |

*Subject to collect bargaining
Medical plan options

- Non-Medicare (pre65) Retirees
  - Same plan options as actives
  - Also applies to over 65 not coordinated with SS

- Medicare (post65) Retirees
  - Medicare Advantage Plans (comprehensive coverage)
  - Medicare supplemental plans (pay after Medicare)
  - Medicare exchange plan outside of California
Example of cost calculations – non-Medicare

<table>
<thead>
<tr>
<th></th>
<th>Example A</th>
<th>Example B</th>
<th>Example C</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Eligible for 100% of UC contribution</td>
<td>Eligible for 75% of UC contribution</td>
<td>Eligible for 50% of UC contributions</td>
</tr>
<tr>
<td>Total monthly premium</td>
<td>$1,552</td>
<td>$1,552</td>
<td>$1,552</td>
</tr>
<tr>
<td>(Health Net B&amp;G, couple)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UC contribution</td>
<td>$1,002</td>
<td>$752</td>
<td>$501</td>
</tr>
<tr>
<td>Your monthly cost</td>
<td>$550</td>
<td>$800</td>
<td>$1,051</td>
</tr>
</tbody>
</table>
Medicare – Made up of three parts*

**Part A: Hospital insurance**
- Financed by payroll taxes
- If you are eligible to receive it based on your own or your spouse’s contributions during employment, you do not pay a premium.

**Part B: Medical insurance**
- Monthly premium, usually deducted from SS check

**Part D: Prescription drug insurance**
- Most UC retirees do not pay extra premium, but may pay premium if income above certain threshold

*Part C is not a component, but a type of Medicare Advantage plan*
What happens when you* turn age 65?

- **Are age 65+ during retirement process**
  - Your RASC retirement counselor will provide the Request for Employment form to submit to Social Security Administration for Medicare application

- **Turn age 65 after retirement**
  - UC will notify you prior to turning age 65 with information about Medicare and instructions for applying

*or your covered dependents
Medicare and UC

- **Employees**: may delay enrollment until retirement
  - Domestic partners contact Social Security

- **Retirees**: if eligible for premium-free Medicare Part A (hospital), you must enroll in Part B (medical)
  - Eligible under your own record or that of a current, former, or deceased spouse
  - Part B premium paid directly to Medicare
  - Failure to enroll in Part B will permanently cancel UC medical coverage
Medicare and UC retiree medical

- Medicare becomes your primary insurance
  - You will switch be to a “Medicare” version of your UC medical plan, which coordinates with Medicare
  - Some UC medical plans do not have Medicare coordination and you will have to change to another medical plan

- Once enrolled in UC-sponsored Medicare plan
  - UC may reimburse a portion of your Part B premium if the monthly UC contribution exceeds the cost of your plan

- Most UC medical plans coordinate with Part D
  - Do not need to enroll in separate plan
  - If do enroll in separate plan, you may lose your UC medical coverage
More about UC retiree health coverage

- Can cover same eligible family members as active health
- Certain qualifying events allow changes mid year
- Make changes during Open Enrollment
- You may suspend medical and dental
- Your eligible survivors may continue health benefits depending on your tier and retirement election
Medicare Exchange

- For retirees living outside California
- All family members in Medicare
- More choices
- Individual plans for each family member
- Maximum $3,000 health reimbursement arrangement (HRA) for each covered member
Other Health & Welfare Benefits

Benefits that can continue into retirement

› **Legal**: premiums deducted from retirement check
› **Vision Service Plan & AD&D**: premiums paid directly to VSP & Prudential
› **Homeowners/renters/auto insurance**: premiums paid directly to California Casualty

Benefits that end at retirement

› **Life Insurance**: conversion or portability options possible
› **Health FSA**: ends on last day of last month you contributed
› **Disability**: ends on last day of work
Questions?

- RASC (800) 888-8267
- ucal.us/askrasc
- Preparing for Retirement Webinar – live, once/month
- For Medicare enrollment and eligibility information, call Social Security at 800-772-1213. You can also find Medicare information online at www.medicare.gov.
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