UC Retiree Health Benefits - Don Goldberg
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>
<tbody>
<tr>
<td>5 - 9</td>
<td>• 50%, if age + service &gt;= 75</td>
</tr>
<tr>
<td></td>
<td>• Otherwise, not eligible</td>
</tr>
<tr>
<td>10</td>
<td>• 50%</td>
</tr>
<tr>
<td>11 - 20</td>
<td>• 50% + 5% per year over 10</td>
</tr>
<tr>
<td></td>
<td>• 100% at 20 years</td>
</tr>
<tr>
<td>Over 20</td>
<td>• 100%</td>
</tr>
</tbody>
</table>

*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><strong>Eligible for</strong></td>
<td>100% of UC contribution</td>
<td>75% of UC contribution</td>
<td>50% of UC contributions</td>
</tr>
<tr>
<td><strong>Total monthly premium</strong> (Health Net B&amp;G, couple)</td>
<td>$1,552</td>
<td>$1,552</td>
<td>$1,552</td>
</tr>
<tr>
<td><strong>UC contribution</strong></td>
<td>$1,002</td>
<td>$752</td>
<td>$501</td>
</tr>
<tr>
<td><strong>Your monthly cost</strong></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
Important Resources
Retiree health and welfare benefits

When you retire, or begin receiving disability income under UCRP, you may be eligible to continue your UC-sponsored health and welfare coverage. Benefits you may continue include:

- Medical
- Dental
- Vision
- Legal
- AD&D

These benefits are separate from your primary retirement benefits, and are not a vested benefit. That means these benefits are not guaranteed and that UC's contributions to the cost of these benefits may change or be discontinued at any time.

Eligibility

To be eligible for retiree health and welfare benefits, you must meet the following criteria (in addition to age and service credit requirements):

QUESTIONS?
Contact RASC Customer Service
Questions?

- RASC (800) 888-8267
- ucal.us/askrasc
- Preparing for Retirement Webinar – live, twice/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.
The information contained herein has been provided by the University of California and is solely the responsibility of the University of California.