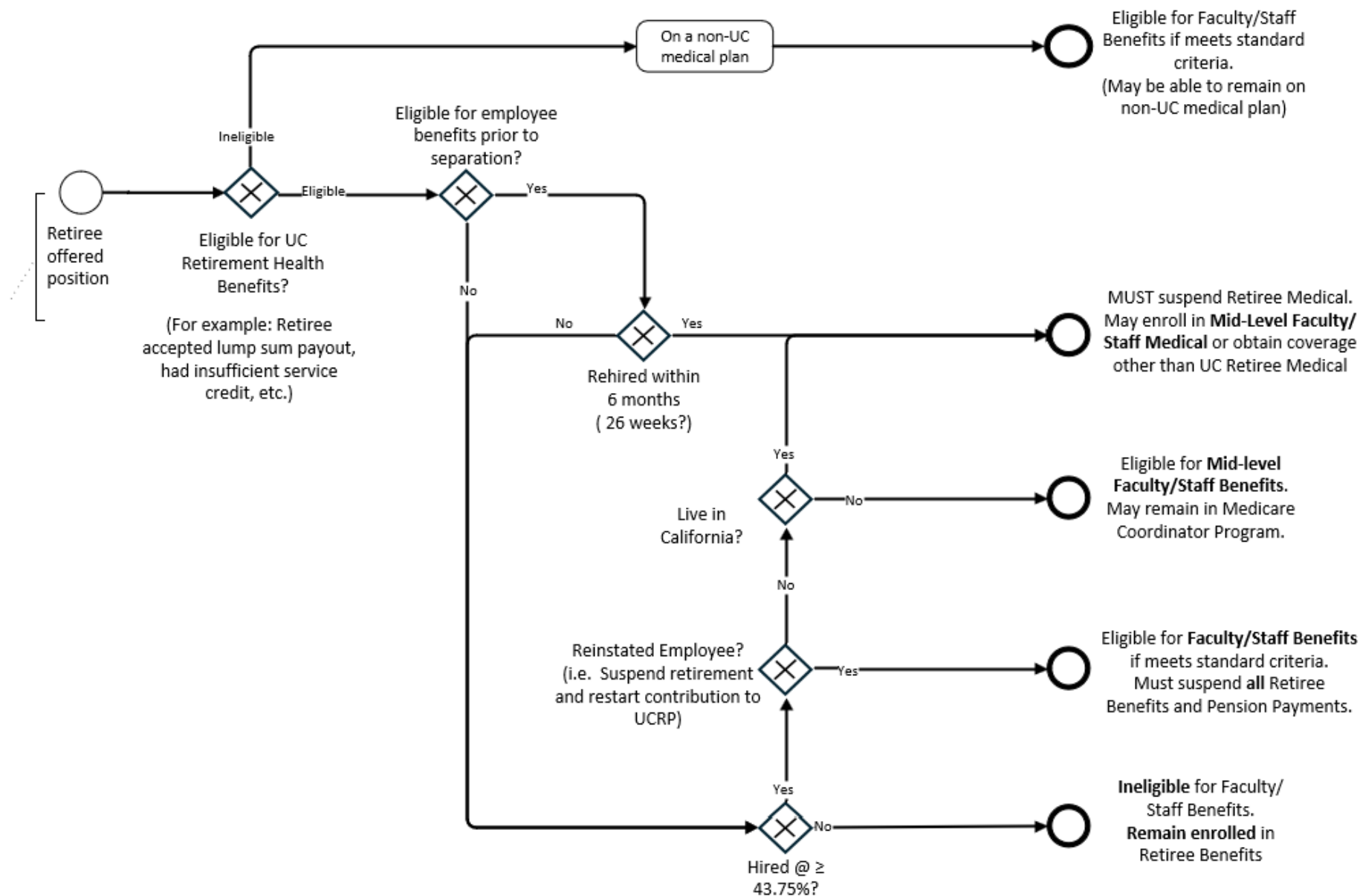


# Rehired Retiree Benefits Eligibility Decision Tree

This Job Aid supports information learned in Course BEN401



## Long Description of Rehired Retiree Benefits Eligibility Decision Tree

When a Retiree is rehired at UC, they become an Employee. Therefore, we need to progress through a series of questions to see if they qualify for health or other benefits from either their UC Retirement plan or from one of the UC Faculty/Staff benefits plans.

1. If they are ineligible for UC Retirement Health Benefits because they accepted a lump sum payout, had insufficient service credit, or other similar reasons - they still may be eligible for Faculty Staff Benefits if they meet the standard hiring criteria. Was the retiree eligible for employee benefits prior to separation?
2. If they were eligible for UC Retirement Health Benefits, we then check to see if they were eligible for employee benefits prior to their retirement. If they were eligible and they were rehired within 26 weeks of their separation date, then they **MUST** suspend Retiree Medical and are eligible to enroll in Mid-Level Faculty Staff Medical.
3. Is their appointment rated at more than 43.75% Full-Time Equivalency? If their appointment is less than 43.75%, then they are ineligible for Faculty/Staff Benefits but can remain enrolled in their UC Retirement Benefit plans. If their appointment is more than the 43.75 FTE threshold, then we proceed to the next question.
4. Is this a Reinstated Employee, are they being rehired into a UCRP-eligible position? If yes, they must suspend all retiree benefits and pension payments and enroll in one of the Faculty/Staff benefit programs. If they do not meet the criteria of a reinstated employee, we go to next question.
5. Do they live in California. If the answer is No, then they are eligible for Mid-level Faculty/Staff Benefits and may also be able to remain in the Medicare Coordinator Program if enrolled.
6. Finally, if they do live in California, and UC does not classify them as a reinstated employee but have been rehired into an appointment of more than 43.75% FTE, then they **MUST** suspend their Retiree Medical plan and are eligible to enroll in the Mid-level Faculty/Staff Medical plan offered to all UC employees.