



April 1, 2025

Academic Senate Members

Academic Federation Members

Deans, Executive Associate Deans, Associate Deans, Assistant Deans, Department Chairs, and Academic Personnel Analysts

SUBJ: HEALTH AND WELFARE BENEFITS ELIGIBILITY FOR REHIRED RETIRED STAFF AND RECALLED ACADEMIC APPOINTEES

Dear Colleagues,

As you may be aware, health benefits eligibility rules for recalled academic appointees (see [APM – 205](#)) and other rehired retirees enrolled in UC retiree medical plans are changing as of July 1, 2025. Due to planned changes UC will require certain rehired retirees and recalled academic appointees to change their medical plan upon re-employment with UC. Faculty who are planning for retirement are encouraged to contact their dean's office to ensure individualized support and resources are provided to plan for both pre-retirement and post-retirement activities.

Retirees rehired or recalled July 1, 2025, or later, who meet eligibility criteria for medical benefits upon re-employment, will have their UC retiree medical plan suspended and be offered [Mid-level faculty/staff coverage](#) (rather than Core). Rehired retirees and recalled academic appointees who are offered Mid-level faculty/staff coverage will be provided a 31-day Period of Initial Eligibility (PIE) to enroll in their choice of faculty/staff medical plans. For an explanation of Mid-level faculty/staff coverage see **FAQ 9** of the [FAQs for Current and Prospective Retirees](#).

The policy changes apply to all rehired staff retirees and recalled academic appointees ("rehired retirees"), whether or not they are eligible for Medicare, except:

- Rehired retirees who are ineligible for UC's retiree health benefits, including those who elected to take a lump sum cash out of their UCRP benefits
- Reinstated employees (retirees who are rehired into a UCRP-eligible position and suspend retirement)
- Rehired retirees who are ineligible for faculty/staff benefits, including those who
 - are rehired at less than 43.75% **and** have been separated for greater than 26 weeks; or
 - were ineligible for faculty/staff benefits prior to separation; or
 - are reappointed into a without salary job type
 - **Please note:** A Without Salary (WOS) job type is defined in UCPATH, for this purpose, by having a job code with "WOS" in the job title description (e.g., Emeritus WOS). A zero FTE (0%) appointment is not equivalent to a WOS job code for this purpose. Having a WOS pay group assignment is not equivalent to having a WOS job code for this purpose. Only WOS job codes are, by definition, ineligible for Faculty/Staff benefits. Zero FTE appointments in non-WOS job codes and appointments within the WOS pay group are subject to the terms of the rehired retiree benefits eligibility policy.

Retirees re-employed prior to July 1, 2025, will have their benefits eligibility evaluated by UCPATH when their appointment is next renewed, extended or changed, after July 1, 2025.

Note that some rehired retirees may not be eligible for Faculty/Staff Benefits at the time of rehire but may later become eligible due to changes in their appointment or worked hours (see **FAQ 7** of the [FAQs for Current and Prospective Retirees](#)).

- Rehired retirees who are offered a UC faculty/staff medical plan will not have the option to remain enrolled in a UC retiree medical plan. **Enrollment in a UC retiree medical plan will be suspended.**
 - See the [FAQs for Current and Prospective Retirees](#) for important steps to take when a UC retiree medical plan is suspended.
- Recalled academic appointees and rehired retirees are free to accept or decline the offer of faculty/staff coverage (see **FAQ 10** of the [FAQs for Current and Prospective Retirees](#)). 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).
- Upon future loss of eligibility for faculty/staff benefits (due to termination of employment or failure to meet the federally mandated average weekly hours of service during the annual measurement period), rehired retirees may re-enroll in the medical plan of their choice under the UC retiree health program.
- Recall appointments are limited to a total of 43 percent time per month, inclusive of all recall appointments (see [APM - 205](#)). Recall academic appointees should also consider the earnings received through all UC appointments from any UC location, including service paid through additional or one-time payments (e.g., honorarium) and the potential impact to the annual eligibility determination. See **FAQ 8** of the [FAQs for Current and Prospective Retirees](#) for more information regarding the impacts of reported hours in the annual eligibility determination.

I strongly encourage your review of the “Rehired Retiree Checklist” for a list of actions that are available to assist you when considering a return to work after retirement. This checklist can be located on the first page of the [FAQs for Current and Prospective Retirees](#).

UC has resources to help you with questions you may have about returning to UC employment after retirement and the timing of that decision:

For answers to common questions regarding the changes to policy and their impact to rehired retirees and recalled academics, see the [FAQs for Current and Prospective Retirees](#).

For questions regarding retirement benefits, contact RASC at 1-800-888-8267, Monday–Friday, 7 a.m. to 4:30 p.m., PT, or visit rasc.universityofcalifornia.edu to schedule an appointment with a retirement counselor.

[UCnet: Returning to work at UC after retirement](#)

Campus resources and links:

Academic Affairs webpages:

Retirements and Recalls: <https://academicaffairs.ucdavis.edu/retirements-and-recalls>

APM 205 – Recall for Academic Appointees policy: <https://aadocs.ucdavis.edu/policies/apm/apm-205.pdf>

UC Davis Retiree Center website: <https://retireecenter.ucdavis.edu/>

Contact Information: retireecenter@ucdavis.edu

UC Davis Benefits Office website: <https://hr.ucdavis.edu/employees/benefits>

Contact Information: benefits@ucdavis.edu

UC Davis Health Care Facilitator: <https://hr.ucdavis.edu/employees/hcf>

Academic Affairs does not directly advise or provide guidance about Health and Welfare Benefits. Should you have any questions, please contact the UC Davis Benefits Office at benefits@ucdavis.edu.

Sincerely,

A handwritten signature in blue ink, appearing to read "Philip H. Kass", with a stylized flourish at the end.

Philip H. Kass
Vice Provost—Academic Affairs
Distinguished Professor of Analytic Epidemiology,
Population Health and Reproduction (Veterinary Medicine),
and Public Health Sciences (Medicine)