Dear Colleagues:

I am pleased to announce a change in retiree health benefits eligibility rules that will benefit many policy-covered faculty and staff.

President Napolitano has approved a change to the eligibility rules for retiree health. Initially, those who did not have a combination in age and years of service that totaled 50 would go to the new eligibility requirements (rule of 50), as of July 1, 2013.

Now, UCRP-eligible policy-covered faculty and staff hired after Jan. 1, 1990 and prior to July 1, 2013 will remain under the rules in place when they were hired, if they do not have a “break in service” after July 1, 2013.

People who did not qualify under the rule of 50 were understandably disappointed. We wanted to respond to those concerns and simplify the administration of our plan, while providing clearer guidelines to our employees. The eligibility rules for retiree health will be based on one’s UCRP eligibility date or rehire date, subject to the standard rules for eligibility at retirement.

Going forward, there are now three categories of eligibility rules, each based on the date an individual becomes a member of UCRP or returns to UC employment after a break in service. The rules are outlined in the Retiree Health Eligibility Rules Fact Sheet available online (http://ucal.us/retireehealthfacts).

If you have questions, I encourage you to contact your local benefits office or health care facilitator.

Sincerely,

Dwaine B. Duckett
Vice President for Human Resources