

# CUCRA-CUCEA Joint Meeting

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**April 29, 2026**

SHR - Benefits Programs  
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# Agenda –Benefits Programs

- JBC Report Response
  - Disability Insurance
- Medicare Advantage RFP
- RTAD/Rehired Retirees Update

## JBC Report – WOS Recalls and Disability Insurance

**Q:** Are recalled/rehired retirees with a WOS appointment eligible for Disability insurance?

**A:** Retirees rehired into a 0% FTE appointment with no pay, who are eligible for Faculty/Staff Benefits, are not eligible for any of the Disability plans.

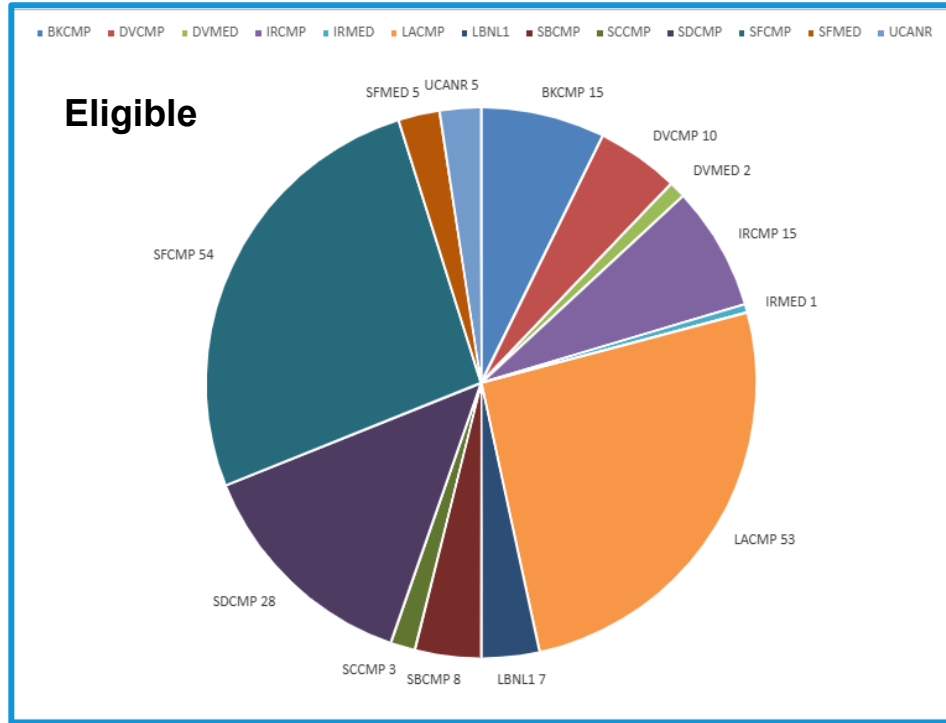
The Basic, Voluntary Long-Term and Voluntary Short-Term Disability insurance plans are designed to replace income that is lost due to disability, and these individuals have no income to replace.

# Medicare Advantage RFP

- ✓ Comprise selection committee
- ✓ Conduct kick-off meeting
- ✓ Develop materials
- ✓ Released - February
- ✓ Bidders submitted written responses – March
- ✓ Score sheets completed and submitted by Selection Committee
- Finalists notified - April
- Finalist presentations - May
- Apparent awardee notified - May
- Recommendation to Executive Advisory Steering Committee (EASC) – May/June
- Notify suppliers of UC's decision – June
- Go live – January 1, 2027

# RTAD/Rehired Retiree Stats – 2025 Retirement Season

Location	RRs Eligible for F/S Benefits
BKCMP	15
DVCMP	10
DVMED	2
IRCOMP	15
IRMED	1
LACMP	53
LBNL1	7
SBCMP	8
SCCMP	3
SDCMP	28
SFCMP	54
SFMED	5
UCANR	5
<b>Total</b>	<b>206</b>



Location	RRs Ineligible for F/S Benefits
BKCMP	54
DVCMP	35
DVMED	4
HACMP	7
IRCOMP	35
IRMED	2
LACMP	42
LAMED	1
LBNL1	1
MECMP	5
RVCMP	14
SBCMP	15
SCCMP	11
SDCMP	21
SFCMP	19
SFMED	2
UCANR	3
UCOP1	3
<b>Total</b>	<b>274</b>

July 1 – September 30, 2025

# RTAD/Rehired Retiree Appointments October 2025 – April 2026

- Number of rehired retirees October 2025 – April 2026
  - Total appointments – new and updated/extended: 1,434
  - Appointments with F/S benefits eligibility: 119
- Number of 1:1 appts with Insurance Liaisons – 18
- Attendees at live webinars
  - March: 14
  - April: 9

Location	RRs Eligible for F/S Benefits
BKCMP	11
DVCMP	10
DVMED	3
IRCMP	9
IRMED	1
LACMP	25
LBNL1	4
SBCMP	1
SCCMP	2
SDCMP	12
SDMED	2
SFCMP	33
SFMED	4
UCANR	1
UCOP1	1
<b>Total</b>	<b>119</b>

# Managing RTAD/Rehired Retiree Appointments

- In response to JBC report request, Shared Services (RASC and UCPath), with representation from UC locations and UCOP, will collaborate to develop and implement improved communications and workflow processes
- Additional action items to improve communication and coordination
  - SWAP to encourage local APO coordination of transactions with Payroll, Benefits, CHROs and shared services centers
  - Local APOs given informational flyer for prospective retirees, plus a version for hiring managers
  - Promote the training campaign and awareness of downstream impacts of transactions to hiring managers
  - Provide refresher trainings at AP and WFA COI workgroups
  - Strengthen UCPath Job Aids re: benefits implications of recall/rehire transactions

# 2026 RTAD/Rehired Retiree Communications

## Written Materials

- Emails to new retirees
- *New Dimensions* article
- *UCnetwork* article
- UCnet content:
  - Dedicated pages
  - Detailed FAQs
  - Resource links to webinar recording, deck, RASC appointments

## Live

- Monthly Rehired Retiree Benefits Eligibility Webinars
- Weekly Medicare Office Hours
- Monthly Retirement Webinars
- 1:1 Meetings with Insurance Liaisons

## Administrator Training

- UCPath Training for Hiring Managers and UCPath Transactors

# Questions/Discussion