

GUIDELINES FOR RETIREMENT PLAN (UCRP) MEMBERSHIP AND HEALTH & WELFARE BENEFITS FOR ACADEMIC EMPLOYEES

This summary highlights the impact this policy has on academic employees. For the complete policy, refer to [UCR Benefits Guidelines for New UCRP and H&W Policies](#).

Who Is Affected?

This policy applies to all academic appointees with some exclusions. These exclusions include, but are not limited to:

- An employee who is at the University primarily for education or training
- An employee who is appointed as a Regents' Professor or Regents' Lecturer
- An employee who is hired after August 1, 1989 as a visiting appointee

For a complete info, please contact UCR [Human Resources Dept.](#)

Two Paths to UCRP Eligibility (revised January 1, 2001)

1. Eligibility based upon appointment at hire: An employee must be appointed for at least 50% time for one year or longer; or
2. Eligibility based upon hours worked: An employee appointed for less than a year or at less than 50% time will become a UCRP member and eligible for full benefits after accumulating 1,000 hours on pay status in a rolling 12-month period (certain exclusions).

Maintaining UCRP and Health & Welfare Benefits

Once in UCRP, an employee continues to be a UCRP member until there is a break in service. However, to maintain eligibility for health and welfare benefits, hours worked must be maintained at an average of 17.5 hours per week averaged over a rolling 12 month period.

Rehired Retirees

A retiree refers to a participant who is receiving retirement benefits from UCRP. Retirees cannot simultaneously receive retirement payments from UCRP and earn additional service credit from UCRP. As part of the employment process, it is necessary:

- To follow the [Guidelines for Rehire of UC Retirees](#)
- To provide all retirees with an option either to waive future UC Retirement Plan service credit or to become an active member accruing additional benefits (if the employee otherwise would be eligible to accrue UC Retirement Plan benefits in their new employment situation). This [UC Retirement Plan Waiver & Release Form](#) is required each time a retiree begins a new period of re-employment and should be returned to the campus Benefits Office.
- To ensure that retirees are not recalled at greater than 46% (or more than 1,000 hours in 12 months). All requests for appointments at greater than 46% must be forwarded to the EVC for approval, in advance of anticipated appointments.

One-time UCRP Service Credit Allocation

This program provides service credit to certain eligible UCRP members in recognition of past time worked in temporary positions. Please contact [Human Resources Dept.](#)