

Physical Plant Retiree Benefits

Eligibility

- Early Retirement – The University will continue group insurance coverage for Physical Plant bargaining unit members who retire at age 60 or older with at least ten (10) years of service until they reach age 65. Eligibility for this coverage will cease if the retiree undertakes employment elsewhere in which he or she is eligible for insurance coverage under the other employer's plan.
- Full Retirement – Physical plant retirees who meet the same criteria outlined above are eligible to participate in the Retiree Prescription Benefit Plan and the Retiree Life Insurance benefit at age 65. Physical plant bargaining unit members who have completed 10 years of continuous service and retire at age 65 or later are also eligible.

Retiring Prior to Age 65 (Early Retirement)

Continuing Medical, Dental, Vision and Basic/Supplemental Life Insurance – At the time of retirement, the retiree and dependent are eligible to continue benefits under the same plan rules as active employees.

Paying for benefit premiums after retirement - At the time of retirement, the retiree will be billed directly by Wesleyan's billing vendor, Group Dynamics, Inc. (GDI).

Termination of Benefits

Medical termination - Medical benefits will terminate the first of the month the retiree turns age 65. At age 65, the retiree must enroll in Medicare A & B, as well as secure a supplemental medical insurance plan (without a prescription rider). Enrollment in a Medicare D plan is not necessary as the Wesleyan Retiree Prescription plan provides prescription coverage for the retiree and their spouse/partner (if eligible). If a retiree turns 65 prior to his spouse/partner, the spouse/partner will be eligible to remain on the insurance plan(s) until the first of the month the spouse/partner turns 65 years of age. If the spouse/partner is 65 or older at the time of the employee's early retirement, they would be eligible to enroll in the Wesleyan Retiree Prescription Plan and should enroll in Medicare B and a supplemental plan. If the spouse/partner delays enrollment in Medicare B more than eight months after the employee's retirement, they will be subject to a significant penalty for delaying Medicare B coverage. All retirees and their spouses/partners are encouraged to speak with an insurance or Medicare representative regarding Medicare B and possible penalties prior to continuing coverage through Wesleyan's early retiree program.

Dental, Vision & Basic/Supplemental Life termination – Dental, Vision and Basic/Supplemental Life benefits will also terminate the first of the month the retiree turns 65. At that time, the retiree will also be eligible for COBRA which allows continuance of dental and/or vision coverage for up to eighteen (18) months. Notification will be mailed directly from Wesleyan's COBRA administrator, GDI. If a retiree reaches age 65 prior to his spouse/partner, the spouse/partner will be eligible to remain on the dental and vision insurance plan(s) until the first of the month in which the spouse/partner turn 65.

Important note: If the retiree predeceases the spouse/partner prior to their benefit being exhausted, the spouse/partner will be allowed to remain on the medical, dental and vision plans until December 31st following one year from the date of the retiree's passing.

There are two choices for continuing life insurance coverage: portability to a term life policy or conversion to a whole life policy. Porting or conversion must take place within 31 days from the date

coverage terminates. Contact Benefits at benefits@wesleyan.edu or 860-685-2001 to request more details and/or the portability or conversion forms.

Enrollment in the Wesleyan Retiree Prescription Plan – The retiree and spouse/partner are eligible to enroll in the Wesleyan Retiree Prescription plan at age 65. The spouse/partner must be enrolled in the University medical plan at the time of retirement and be continuously covered through age 65 to qualify for the Prescription Plan. This benefit entitles the retiree and spouse/partner each to a \$25,000 RX benefit. Each time a prescription is filled, an applicable copay is charged. The balance (the discounted, retail cost of the drug) is then deducted from the \$25,000 benefit. Each fall the retiree will receive a letter from Human Resources showing what amount has been used to date. The year the plan maximum is reached, the retiree will be notified early via certified letter, also in the fall. Coverage will terminate as of December 31st. At the time the prescription plan terminates, this will give the retiree enough time to secure a new medical supplemental plan that has a Medicare D (RX) rider without a late penalty. If the retiree exceeds the lifetime maximum, then the spouse/partner will remain eligible under the plan. If the retiree predeceases the spouse/partner prior to their benefit being exhausted, the spouse/partner will be allowed to remain on the plan until December 31st following one year from the date of the retiree's passing.

An eligible retired employee may elect to have Wesleyan pay up to three hundred (\$300.00) per year in a lump sum payment towards Medicare supplemental insurance chosen by the Employee in lieu of participation in the Wesleyan provided Retiree Drug Policy for retired employees.

Retiree Life Insurance

At age 65, retirees from Wesleyan receive a \$5,000 life insurance policy that is paid for by the University. This is a term policy with no cash value.

Retiring at or after age 65 (Full Retirement)

Termination of benefits

Medical termination - Medical benefits will terminate upon retirement. The retiree must then enroll in Medicare A & B, as well as secure a supplemental medical insurance plan that does not carry a prescription rider. Enrollment in a Medicare D plan is not necessary as the Wesleyan Retiree Prescription plan provides prescription coverage for the retiree and their spouse/partner. If the retiree is already enrolled in Medicare at the time of retirement, they are eligible for COBRA which allows continuance of medical coverage for up to eighteen (18) months. Notification will be mailed directly from Wesleyan's COBRA administrator. The spouse/partner will be eligible to remain on the insurance plan(s) until the first of the month they turn 65 years of age.

Dental, Vision & Basic/Supplemental Life termination – Dental, Vision and Basic/Supplemental Life benefits will terminate upon retirement. At that time, the retiree will be eligible for COBRA which allows continuance of dental and/or vision coverage for up to eighteen (18) months. Notification will be mailed directly from Wesleyan's COBRA administrator. The spouse/partner will be eligible to remain on the dental and vision insurance plan(s) until the first of the academic year (July 1st) following their 68th birthday.

If a retiree is under age 70, there are two choices for continuing life insurance coverage: portability to a term life policy or conversion to a whole life policy. Porting or conversion must take place within 31 days from the date coverage terminates. Contact Benefits at benefits@wesleyan.edu or 860-685-2001 to request more details and/or the portability or conversion forms.

Enrollment in the Wesleyan Retiree Prescription Plan – The retiree and spouse/partners are eligible to enroll in the Wesleyan Retiree Prescription plan at this time. The spouse/partner must be enrolled in the University medical plan at the time of retirement and be continuously covered through age 65 to qualify for the Prescription Plan. This benefit entitles the retiree and spouse/partner each to a \$25,000 RX benefit. Each time a prescription is filled, an applicable copay is charged. The balance (the discounted, retail cost of the drug) is then deducted from the \$25,000 benefit. Each fall the retiree will receive a letter from Human Resources showing what amount

has been used to date. The year the plan maximum is reached, the retiree will be notified early via certified letter, also in the fall. Coverage will terminate as of December 31st. At the time the prescription plan terminates, this will give the retiree enough time to secure a new medical supplemental plan that has a Medicare D (RX) rider without a late penalty. If the retiree exceeds the lifetime maximum, then the spouse/partner will remain eligible under the plan. If the retiree predeceases the spouse/partner prior to their benefit being exhausted, the spouse/partner will be allowed to remain on the plan until December 31st following one year from the date of the retiree's passing.

An eligible retired employee may elect to have Wesleyan pay up to three hundred (\$300.00) per year in a lump sum payment towards Medicare supplemental insurance chosen by the Employee in lieu of participation in the Wesleyan provided Retiree Drug Policy for retired employees.

Retiree Life Insurance

Retirees from Wesleyan receive a \$5,000 life insurance policy that is paid for by the University. This is a term policy with no cash value.

Library and Athletic Center

Retirees may access the library but will need a new ID card. Please see <https://www.wesleyan.edu/wescard/> for more details.

Contact Jenna Waters (jwaters@wesleyan.edu) regarding athletic center access.

This document is designed to be a resource guide for employees retiring early from the University or employees fully retiring. Benefit summaries are provided for the convenience of Wesleyan University employees and retirees. Employees and retirees are directed to read the relevant benefit plan documents. In the event of a conflict between the terms of a summary and the terms of the actual plan document, the terms of the plan document will control.

As of 7/1/2021