

Retired Employee Health Program Eligibility

American Federation of State, County and Municipal Employees (AFSCME) and Pennsylvania Social Services Union (PSSU)

For Majority Paid Coverage

- If employee retires on or after July 1, 2008
 - at age 60 with at least 20 years of credited service **
 - at any age with at least 25 years of credited service **
 - on approved disability with at least 5 years of credited service **
 - will receive the medical and prescription plan of benefits in effect for active employees.
 - an employee who has at least 15 years of credited service ** as of June 30, 2008, or who has 13 years of service and is within one (1) year of superannuation age as of June 30, 2008, shall be eligible to elect REHP coverage upon reaching superannuation age with 15 years of credited service ** rather than 20 years.

** Credited service earned on or after July 1, 2007, will be limited to service as a Commonwealth/State System employee which otherwise counts as credited service under State Employee Retirement System (SERS) and/or Public School Employee Retirement System (PSERS) and/or the PASSHE Alternative Retirement Plan (ARP) and/or other approved retirement systems' rules. Employees hired on or after July 1, 2007, who have earned credited service under SERS, PSERS or other approved retirement systems' rules in effect from time to time with another employer will not have that service counted for purposes of eligibility for REHP coverage unless they were employed by the Commonwealth/PASSHE prior to July 1, 2007. Credited service for military service, if determined to be eligible as service for SERS, PSERS or the PASSHE ARP, will be included in the determination of eligibility for REHP coverage.

PASSHE Managers, State College and University Professional Association (SCUPA), and Security Police and Fire Professionals of America (SPFPA)

For Majority Paid Coverage

- For employees with current hire date prior to July 1, 1997, when covered employees retire
 - at age 60 with at least 10 years of credited service (may include purchased service)
 - at any age with at least 25 years of credited service (may include purchased service)
 - on approved disability with at least 5 years of credited service (may include purchased service)
- For employees with current hire date July 1, 1997 to June 30, 2004, when covered employees retire
 - at age 60 with at least 15 years of Commonwealth/State System service only
 - at any age with at least 25 years of Commonwealth/State System service only
 - on approved disability with at least 5 years of Commonwealth/State System service only
- For employees with current hire date on or after July 1, 2004, when covered employees retire
 - at age 60 with at least 20 years of Commonwealth/State System service only
 - at any age with at least 25 years of Commonwealth/State System service only
 - on approved disability with at least 5 years of Commonwealth/State System service only

Association of Pennsylvania State College and University Faculty (APSCUF-Faculty)

For Majority Paid Coverage

- For employees with current hire date prior to the Fall Semester 1997, when covered employees retire
 - at age 60 with at least 10 years of credited service (may include purchased service)
 - at any age with at least 25 years of credited service (may include purchased service)
 - on approved disability with at least 5 years of credited service (may include purchased service)
- For employees with current hire date after the Fall Semester 1997 to June 30, 2004, when covered employees retire
 - at age 60 with at least 15 years of Commonwealth/State System service only
 - at any age with at least 25 years of Commonwealth/State System service only
 - on approved disability with at least 5 years of Commonwealth/State System service only
- For employees with current hire date on or after July 1, 2004, when covered employees retire
 - at age 60 with at least 20 years of Commonwealth/State System service only
 - at any age with at least 25 years of Commonwealth/State System service only
 - on approved disability with at least 5 years of Commonwealth

Non-Faculty Athletic Coaches (APSCUF Coaches)

For Majority Paid Coverage

- For employees with current hire date prior to July 1, 1997, when covered employees retire
 - at age 60 with at least 10 years of credited service (may include purchased service)
 - at any age with at least 25 years of credited service (may include purchased service)
 - on approved disability with at least 5 years of credited service (may include purchased service)
 - For employees with current hire date July 1, 1997 to July 31, 2005, when covered employees retire
 - at age 60 with at least 15 years of Commonwealth/State System service only
 - at any age with at least 25 years of Commonwealth/State System service only
 - on approved disability with at least 5 years of Commonwealth/State System service only
 - For employees with current hire date on or after August 1, 2005, when covered employees retire
 - at age 60 with at least 20 years of Commonwealth/State System service only
 - at any age with at least 25 years of Commonwealth/State System service only
 - on approved disability with at least 5 years of Commonwealth/State System service only
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OPEIU Healthcare Pennsylvania (Nurses)

For Majority Paid Coverage

- For employees with current hire date prior to July 1, 1997, when covered employees retire
 - at age 60 with at least 15 years of credited service (may include purchased service)
 - at any age with at least 25 years of credited service (may include purchased service)
 - on approved disability with at least 5 years of credited service (may include purchased service)
- For employees with current hire date July 1, 1997 to June 30, 2004, when covered employees retire
 - at age 60 with at least 15 years of Commonwealth/State System service only
 - at any age with at least 25 years of Commonwealth/State System service only
 - on approved disability with at least 5 years of Commonwealth/State System service only
- For employees with current hire date on or after July 1, 2004, when covered employees retire
 - at age 60 with at least 20 years of Commonwealth/State System service only
 - at any age with at least 25 years of Commonwealth/State System service only
 - on approved disability with at least 5 years of Commonwealth/State System service only

Pennsylvania Doctors Alliance

For Majority Paid Coverage

- If employee retires after July 1, 2008
 - at age 60 with at least 20 years of credited service
 - at any age with at least 25 years of credited service
 - on approved disability with at least 5 years of credited service
 - Will contribute 1% of employee's final annual base salary at the time of retirement
 - Will receive the medical and prescription plan of benefits in effect for active employees

NOTE: The Pennsylvania Doctors Alliance collective bargaining agreement/memorandum of understanding expired on June 30, 2009. The parties are currently in negotiations/meet and discuss for a successor collective bargaining agreement/memorandum of understanding. Benefits are based on the expired collective bargaining agreement/memorandum of understanding and may be subject to change.