

# ENDOWED Retirement & Beyond

Benefits and programs available to endowed faculty and staff retirees  
Effective January 1, 2025

## INSIDE:

- What to consider before you retire
- Health insurance and Medicare
- Your retirement savings plans
- Programs and discounts for Cornell retirees

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## Introduction

Cornell offers a wide variety of benefits and programs for endowed faculty and staff during your employment at the university. While some of these benefits end upon retirement, others will continue throughout your retirement years.

This brochure contains information to assist you in planning for retirement. It describes the benefits available to you when you retire and answers some of the questions you may have about your future relationship with Cornell.

Cornell faculty and staff do not currently have a mandatory retirement age. However, to receive certain benefits, you must be at least age 55 and have ten years of benefits-eligible service at the university.



## Before You Retire

### NON-EXEMPT EMPLOYEES NOTE:

For non-exempt (bi-weekly) endowed employees, consider retiring early in a month. If you retire near the end of the month during a pay period that crosses into the next month, you risk being double-billed for health insurance. Refer to the Health Insurance Eligibility section on page 6 for more information.

### 90 DAY NOTIFICATION

It's not easy to replace long-term employees! Notifying your department at least 90 days in advance of your anticipated retirement date will allow for adequate succession planning. When you retire, your department will process your retirement status, including accrued vacation days and sick leave. You must confirm this information with your department. You will also need to contact the HR Services and Transition Center (HRSTC) at least 90 days ahead of your retirement date.

### CONFIRM YOUR UNUSED VACATION AND SICK DAYS

- Staff will be reimbursed for unused vacation days up to the allowed accrual cap. Nonacademic staff refer to the *Maximum Accumulation* section in the [Vacation Policy](#). Bargaining unit staff refer to your [contract](#).
- Endowed staff: sick leave accruals will be turned into a credit to offset up to 1/2 of the individual premium of your Cornell retiree health care plan. The maximum amount of sick leave accruals is 90 days or 702 hours.
- Endowed faculty do not accrue sick leave and are given the equivalent of 30 days sick leave at retirement, which is applied in the same method.

### DOUBLE-CHECK YOUR BENEFICIARIES

Keep your beneficiary listings for your life insurance, personal accident insurance and retirement plan accounts up-to-date. This information is highly confidential. Only you can check to see who is listed as your beneficiary, and only you can change your designations. Note that beneficiary information in Workday does *not* transfer to life insurance, personal accident insurance, or retirement plan accounts. Contact New York Life Group Benefit Solutions at 1-(800) 231-1193 to verify your life insurance and personal accident insurance beneficiaries. Contact the investment service provider(s) to confirm your beneficiaries: Fidelity Investments 1-(800) 343-0860 and/or TIAA 1-(800) 842-2776.

- [see "Contact Benefits Providers"](#)



# Benefit Plans and Policies after Retirement

## HEALTH INSURANCE

### Health Insurance Eligibility

If you are 55 years of age or older and have at least 10 years of benefits-eligible service with the University, then you are eligible to continue your health insurance upon retirement. That includes any combination of benefits-eligible service in an endowed college or unit, a contract college or unit, or with Weill Cornell Medicine.

If you are covered by an endowed health plan at retirement, the retiree plans offered are different from the active plans. If you are not covered under the endowed health plan upon retirement, then you must sign up within ninety days of your retirement date to obtain retiree health coverage.

The retiree plans are outlined in the following section of this booklet. The effective date will vary by plan. If you enroll in the Aetna Retiree 80/20 Plan or Retiree Pre-Medicare Health Plan (RPHP), your coverage will be effective the first day of the month following your retirement date. This differs from the Aetna Medicare Advantage Plan PPO (MAPD) in which the effective date is the first of the month following approval by the Centers for Medicare and Medicaid Services (CMS).

**If you decide to discontinue your health insurance at any time and cancel your coverage, you will not be able to re-enroll at a later date.**



Your active health plan continues to the end of the month in which you retire (not the end of the pay period). You will pay premiums through your last paycheck and Cornell will absorb the remaining cost of the premium(s) through the end of the month. (Exception: if you retire the first day of the month, then your retiree coverage starts on that date.)

### **Important Information to Consider in Determining the Date You Select to Retire!**

Avoid being double billed for health insurance. This can occur if you are a biweekly employee and select a retirement date that falls during a pay period and crosses into the next month. Refer to example below.

If you retire in a month and the pay period crosses into the next month (i.e. biweekly employees), the active health plan continues to the last day of the month in which you retire and your paycheck will reflect a full premium for health insurance coverage for the days of coverage that were paid in your last paycheck. **A refund will not be issued.**

#### ***Bi-weekly Example of Selecting a Retirement Date with a Pay Period that crosses into the next month:***

- Pay period: July 24 - August 6
- Last day of work: July 26, falls during a pay period for a biweekly employee.
- Retirement date: July 27
- The Active health plan continues through the last day of the month in which you work.
- The August 14 paycheck includes a full health insurance premium. It cannot be pro-rated. You will not receive a refund for the period August 1 - August 6 which overlaps the billing from Aetna. Avoid paying this by selecting a retirement date that does not cross into the next month!
- Aetna starts the retiree coverage (and billing) the first day of the month following retirement, August 1.

### **Dental & Vision Insurance Eligibility**

Your active dental and/or vision coverage continues through the end of the month in which you retire. Inspira Financial will send you COBRA coverage information to continue your dental and/or vision coverage for up to 18 months.

Inspira will provide the COBRA enrollment notice and handles the billing for COBRA.

Call the HR Services and Transitions Center (HRSTC) at (607) 255-3936 for more information about continuing coverage under your current dental and/or vision plan through COBRA.



## Health plan selections for retirees are on an individual basis

As you make plan decisions, you will notice an important eligibility change that impacts your offerings — you and each of your dependents' plan options will be determined individually based on age and Medicare eligibility. That means:

- Retirees and/or dependents who are age 65 or older or Medicare-eligible due to disability will be offered post-65 Medicare plans.
- Retirees and/or dependents who are under the age of 65, and thus not eligible for Medicare, will be offered a pre-65 plan.

If you and a dependent are on different individual plans, you will have unique plan names, ID cards and bills. This arrangement allows Cornell to provide the best coverage for retirees and covered dependents by making non-Medicare eligible persons exempt from Medicare primary rules.

### Medicare Eligibility

Medicare is a federal health insurance program for people who are:

- age 65 or older
- have been entitled to Social Security Disability Income benefits for 24 months
- or have end stage renal disease (permanent kidney failure).

Cornell retirees and dependents, if applicable, or Medicare-eligible due to disability, must establish and maintain Medicare participation. They have the Cornell Retiree 80/20 plan or the Aetna Medicare Advantage Plan to help pay for eligible medical expense after Medicare Parts A and B have adjudicated the claim. Medicare is directed by the federal Centers for Medicare and Medicaid services (CMS). Local Social Security Administration offices accept applications for Medicare and provide information about the program. If you have questions concerning your eligibility and coverage, we strongly suggest you contact the Social Security Administration office at (800) 772-1213 or use their website [medicare.gov](https://www.medicare.gov). The phone number for the local Tompkins County Social Security Administration office is (866) 706-8289.



## Retiring Under 65

If you and/or your dependents are under age 65 and not eligible for Medicare due to disability, coverage will continue in the Retiree Pre-Medicare Health Plan (RPHP). This plan is very similar to the Cornell Program for Healthy Living and the WCM-PPO Plans. There will be no change to your pharmacy coverage – it will continue to be provided by OptumRx.

### Retiring Under 65 - Medicare eligibility

**ACTION REQUIRED:** If you or your dependent(s) are Medicare-eligible due to disability either at the time of your retirement or after retirement, enrollment in both Medicare A & B is mandatory. It is the responsibility of you and your dependents to contact Social Security to enroll in Medicare Parts A & B on time to avoid penalties.

Upon retirement, Aetna automatically enrolls you and your under-age-65 dependents in the RPHP plan. However, if you or your dependents are eligible for Medicare due to disability, it is your responsibility to inform Aetna prior to your retirement to insure you and/or your dependents are offered a choice between two Medicare-based plans: the Aetna Retiree 80/20 Plan or Aetna MAPD Plan, both designed for individuals who are Medicare eligible and no longer eligible for RPHP.

The endowed healthcare program will continue to provide primary coverage until you turn 65 or until you become eligible for Medicare due to disability or end-stage renal disease<sup>2</sup>, then Medicare becomes primary and you will be given the choice of Medicare-based plans. This also applies to your dependents.

If you are already enrolled in Aetna's RPHP plan and not already on Medicare due to a disability, Aetna Retiree Service Center sends an Enrollment Guide to your address on file approximately 3 months prior to your 65th birthday.

You should contact your local Social Security Administration Office three months before you become eligible for Medicare to enroll in both Parts A and B. Aetna will contact you (and/or your spouse or domestic partner) about three months before you turn 65 to provide you with information on your two plan choices once you are Medicare eligible: the Aetna Retiree 80/20 Plan and the Aetna Medicare Advantage Plan.

*Please note that your domestic partner must enroll in Medicare at age 65, regardless of whether you are active or retired with the university. The endowed health plan will begin to pay secondary to Medicare for your domestic partner as of the date they are eligible, even if you are not yet retired.*

<sup>2</sup>*If you become eligible for Medicare due to disability or end-stage renal disease, please contact Aetna Retiree Service Center at (800) 338-4533 for more information about when you should enroll in Medicare.*



## Retiring Age 65 and Over

You will have a choice between two Medicare-based health insurance plans:

- The Aetna Medicare Advantage plan (MAPD) with prescription drug coverage provided by Aetna Medicare Rx (CVS Caremark), or
- The Aetna Retiree 80/20 plan that includes OptumRx prescription drug coverage – the same pharmacy coverage you currently have today.

If you also cover a family member, he or she may have a different choice depending on Medicare eligibility. Remember, all enrollments are now individual choices. You and your family member do not have to be on the same plan of coverage.

Individuals who work beyond their 65th birthday usually remain on one of the Cornell Endowed health plans for active employees. The endowed health program will continue to pay as primary insurer while the employee is still actively employed in a benefits-eligible position. Spouses, domestic partners, and eligible children of active employees, also remain on the health plan for active employees. (Domestic partners - refer to note on page 8.)

### **HSA note for employees remaining in active employment at age 65 and beyond:**

If you are enrolled in the HSA, please contact the HR Services and Transitions Center at 395 Pine Tree Road, Suite 130, East Hill Office Building; call (607) 255-3936, or email [hrservices@cornell.edu](mailto:hrservices@cornell.edu). IRS rules pertaining to Social Security retirement income status and HSA plan participation are not easy to understand. For specific tax questions, please consult your tax advisor.

## Enrolling With Aetna Retiree Service Center

If retiring at age 65 or older, your coverage will be automatically transferred to the Retiree 80/20 Plan effective the first of the month following your retirement date. Your Medicare-eligible dependents covered under your plan will also be transferred to the Retiree 80/20 Plan. If they are under age 65 and not yet eligible for Medicare, they will be enrolled in the Retiree Pre-Medicare Health Plan (RPHP).

Even though Medicare-eligible retirees and dependents are defaulted into the Retiree 80/20 Plan, you will have **90 days** from your retirement date to consider enrolling in the Aetna Medicare Advantage Plan with Aetna Medicare Rx (MAPD). As soon as Aetna receives notice of your retirement date, you will receive an enrollment kit from Aetna with information about your plan options and billing information. Aetna administers the enrollment, billing, and answers questions about the coverage details: (800) 338-4533. As with the Retiree 80/20 Plan, you are required to be enrolled in both Medicare A and B and continue to pay for Medicare Part B.

If you enroll in the MAPD Plan, Aetna submits your enrollment to CMS for approval, and once approved, it's effective the first day of the month following CMS approval (i.e. you enroll February 5, CMS approves about 21 days later, coverage is effective March 1). If you decide not to enroll, you'll continue to be enrolled in the Retiree 80/20 Plan and will have another opportunity to switch plans during open enrollment held by Aetna in the fall. Thus, the step of automatic enrollment in the Retiree 80/20 plan prevents gaps in your health coverage until your election can be put into place. Please contact the Aetna Retiree Service Center at (800) 338-4533 (TTY:711) to review the Aetna Medicare Advantage Prescription Drug formulary. You will want to review and compare Aetna's prescription drug coverage to OptumRx's coverage available under the Aetna Retiree 80/20 Plan.

The Aetna Medicare Advantage Plan (MAPD) is also known as Medicare Part C, which includes prescription drug coverage through Aetna Medicare Rx. The MAPD plan combines coverage for both medical and prescription drug into one plan with one ID card. You can use doctors or hospitals in or out of the Aetna Medicare Advantage Network, provided your doctor/hospital participates with traditional Medicare. Using a participating network provider will cost you less. The Aetna MAPD Plan covers preventive care beyond original Medicare at \$0 cost.

***NOTE: Travel outside of the U.S. is only covered for emergencies under Medicare rules. Furthermore, if you are residing abroad and your mailing address is outside the U.S., you will not be eligible to enroll in the Aetna Medicare Advantage Plan.***

#### **An important CMS Rule:**

If you enroll in the Aetna Medicare Advantage plan with prescription drug coverage and subsequently enroll in an independent Medicare-approved prescription drug plan offered by another company, Aetna will be forced to cancel your Medicare Advantage plan participation entirely and you will lose your right to participate in a Cornell sponsored medical or prescription drug plan. CMS honors the latest prescription drug plan enrollment, cancelling all previous coverages for the individual. Neither Aetna nor Cornell can remedy this loss of coverage.

## **Suggested Steps Toward Enrollment in Medicare**

If retiring beyond age 65 or if you turn age 65 while in retirement:

1. You should contact the Social Security Administration (SSA) to register for both Medicare Parts A and B. Medicare becomes your primary health insurance in retirement once you enroll. You are encouraged to check with your medical providers and facilities on whether they accept Medicare or call Aetna Retiree Service Center at 1-800-338-4533 for coverage questions. The Medicare based retirement plans do not reimburse providers who "opt-out" of Medicare.



SSA suggests that you contact them at least three (3) months before you retire or reach age 65. You can contact SSA by calling the toll-free nationwide number (800) 772-1213 or by calling the local office in your area. The local Tompkins County Social Security Administration office telephone number is (866) 706-8289. If your covered dependent spouse/domestic partner/child is age 65 or older, turns 65, or becomes eligible for Medicare due to disability after your retirement, they should also contact SSA to enroll in Medicare Parts A and B. **Your domestic partner should enroll in both Medicare Parts A and B three months prior to age 65, regardless of whether you are actively employed or retired with the university.**

Social Security usually deducts your Medicare premium directly from your Social Security income check each month, or will bill you if you are not collecting Social Security income.

2. Your Cornell health insurance plan will become the Retiree 80/20 Plan administered by Aetna automatically to prevent a gap in coverage while you decide whether you want to switch to Aetna MAPD within 90 days from retirement. Prescription drugs will continue to be covered through OptumRx without a break in coverage.
3. Aetna Retiree Service Center will bill you and your covered dependents on a monthly basis for your health insurance coverage.
4. If you maintain the Retiree 80/20 Plan and medical claims are pended for Medicare coordination of benefits, you may need to call Medicare to put them on notice of your retirement and that Medicare is now primary. You may call CMS Benefits Coordination & Recovery Center (BCRC) at toll-free lines: 1-855-798-2627 (TTY/TDD: 1-855-797-2627). Once you are enrolled in Aetna Retiree 80/20 “Medicare Direct Program” (see page 14) CMS will receive notice from Aetna directly.

#### BE AWARE OF DEADLINES!

The Social Security Administration does not treat late applicants kindly. Individuals who apply late for Medicare coverage will be forced to wait until the national open enrollment period to enroll and then wait six months for the effective date of coverage—and the premium will be substantially higher for each month of late enrollment. Furthermore, if you do not have Medicare coverage, the Retiree 80/20 Plan will still only pay as if Medicare paid first, potentially leaving you with a substantial financial burden until your Medicare coverage becomes effective. You are not able to be enrolled in the Aetna Medicare Advantage Plan at all if you are not enrolled in both Medicare Parts A and B.



## **Retiring Near Your 65th Birthday**

If you will be retiring during what Medicare calls the Initial Enrollment Period (3 months before you turn 65, the month you turn 65, or the 3 months following when you turn 65), please be aware that you run the risk of your health insurance and effective date of Medicare Part A and Part B being negatively impacted. Cornell's coverage becomes secondary to Medicare if you are over 65 when you retire, as of the first of the month following your retirement date. You MUST work with Medicare to ensure that the timing of your retirement does not leave you without a primary insurer.

If you will be retiring during this seven (7) month period (the Initial Enrollment Period referenced above), you must contact Medicare at (800) 633-4227 or visit your local Social Security Administration Office. You can reach Social Security by calling their toll-free nationwide number (800) 772-1213 or by calling the local office in your area. The phone number for the Tompkins County Social Security Administration office is (866) 706-8289.

All questions MUST be directed to Medicare at (800) 633-4227 or [medicare.gov](https://www.medicare.gov) to get reliable answers. Or refer to the "When Will My Coverage Start" information via the [Medicare website](#).

## **Retirees Returning to Work in a Benefit Eligible Position**

If you return to a benefits-eligible position at Cornell, you are not permitted to remain enrolled in a retiree health plan. The Aetna Retiree Service Center will need to be informed – the health insurance you hold due to retiree status for yourself and your covered dependents will need to be terminated, and you will be required to enroll in an active employer health plan. The active employer plan will be primary and Medicare secondary. If you are Medicare-eligible, you will need to review carefully if you want to continue your enrollment in Medicare Part B. You will need to discuss this with Social Security and be sure you understand Social Security's rules for starting and stopping Medicare Part B enrollment since penalties exist if you make any mistakes, or act on assumptions.

When you return to retirement, you and your covered dependents must return to the retiree health plans. If you and/or a dependent are over the age of 65, you will be re-enrolled in the Retiree 80/20 Plan. Or, if you and/or your dependents are under age 65 or eligible for Medicare due to disability, you will be enrolled in the Retirement Pre-Medicare Health Plan (RPHP). If you or your dependents stopped Medicare Part B enrollment, you'll need to be sure to contact Social Security well in advance to re-enroll in Medicare Part B to avoid penalties.



## Lifelong - Medicare Counseling

We understand that the transition to Medicare enrollment can often be confusing and overwhelming as you will be presented with many options in various forms of media. The HR Services and Transition Center (HRSTC) cannot provide official advice in discussing your Medicare options with you. We encourage you to contact Lifelong, a non-profit organization located in Ithaca who, among several other services, retains certified Medicare counselors on staff to assist you. The Tompkins County office is located at 119 W. Court St. in Ithaca and can be reached at (607) 273-1511 or [lifelong@tclifelong.org](mailto:lifelong@tclifelong.org). More information can be found [on their website](#). If you have questions about how the Cornell endowed health insurance will coordinate with Medicare, please call the HR Services and Transition Center (HRSTC) at (607) 255-3936. Those living in other locales should seek similar help from local agencies or directly from the SSA.

## Medicare Part D: Prescription Drug Coverage, Related to OptumRx Only

Cornell's Endowed Health Plans, including the Retiree 80/20 Plan, meet and exceed Medicare's standard prescription drug plan requirements. Be assured that your pharmacy coverage through the Retiree 80/20 Plan (along with the other Endowed Health Plans) meets Medicare's requirement that the employer's prescription drug coverage be as good as the Medicare standard prescription drug plan. If you decide to enroll in another company's Medicare Part D coverage, you will not be able to use your OptumRx prescription drug card at the pharmacy counter or through mail order.



**Note:** Some people with limited income and resources may qualify for extra help and should contact the Social Security Administration at their special toll-free number, (800) 772-1213, or via the web at [socialsecurity.gov](https://www.socialsecurity.gov). In some cases, it may make sense for these individuals to enroll in a separate Medicare Part D. Then, the prescription drug coverage through OptumRx would be reimbursed on a secondary basis to Medicare Part D. If you have questions about Medicare benefits, call Medicare at (800) 633-4227 or visit [medicare.gov](https://www.medicare.gov).

## **Aetna's Medicare Direct Program**

When you're enrolled in the Retiree 80/20 plan, you're eligible to enroll in Aetna's Medicare Direct crossover program. Through this program, there are virtually **no claims forms** for you to submit for Medicare-covered benefits. To enroll in this program, please contact Aetna Retiree Service Center at 1-800-338-4533 and provide your Medicare Beneficiary Identification number. Once you are enrolled, your doctor will submit the medical claim to Medicare Part B. Medicare will make their payment and then forward the claim for the remaining expenses directly to Aetna. Aetna will make any appropriate payment to the provider and send you an Explanation of Benefits statement when the claim is processed.

## **All Retirees, Both Under and Over Age 65**

### **How to Pay for Retiree Health Insurance**

Endowed retirees are billed monthly by Aetna's Retiree Service Center. You can pay your bill through bank draft, check, online bill pay or debit/credit card online. For more information on retiree health payment options, call the Aetna Retiree Service Center at (800) 338-4533 or log-in to the retiree benefits website by visiting [AetnaRetireeHealth.com/Cornell](https://AetnaRetireeHealth.com/Cornell). If you have sick leave credit, it will be applied to the cost of your health insurance. The maximum sick leave credit that can be applied to your monthly premium is one half of the monthly cost of individual retiree coverage. Due to timing, your sick leave credit may not be reflected immediately on your Aetna bill. Questions should be directed to the Aetna Retiree Service Center. Please see the section on the Sick Leave Conversion Program.

### **ID Cards**

Retirees will be issued new medical ID cards from Aetna. For the Retiree Pre-Medicare Health Plan and the Aetna Retiree 80/20 Plan, ID cards will be provided in about two weeks following the date Aetna receives your enrollment information from Cornell. For the Aetna Medicare Advantage Plan, the ID card will be produced in about two weeks following the date CMS approves your enrollment.

If you are covered under the Retiree Pre-Medicare Health Plan or the Retiree 80/20 Plan, OptumRx continues to provide your prescription drug coverage; therefore, you will continue to use your current OptumRx ID card – a new one will not be issued.

The ID cards you and your covered dependents receive may vary depending on the medical plan you are enrolled in.

For example:

- Each Medicare eligible member enrolled in the Retiree 80/20 Plan will have their own ID card and share a common OptumRx ID card. You enroll as individuals for medical coverage through Aetna, similar to Medicare individual enrollments.
- Each Medicare-eligible member enrolled in the Aetna Medicare Advantage Plan will have their own ID card with the medical/Rx information combined.
- All non-Medicare-eligible members enrolled in the Retiree Pre-Medicare Health Plan will have a common Aetna medical ID card and a common OptumRx ID card.

***Note:** Cornell expects and intends to continue to offer health coverage to retired faculty and staff. However, Cornell reserves the right to modify, suspend, or terminate the plan at any time.*

## **SICK LEAVE CONVERSION PROGRAM**

### **Endowed staff**

You will receive credit for unused sick leave if you retire at age 55 or older with at least ten years of benefits-eligible service at Cornell University and have accumulated sick leave at the time of retirement.

This program converts your unused sick leave into a dollar credit, which is then applied toward the cost of your retiree health coverage. The maximum amount of sick leave is 90 days or 702 hours.







### *Sick Leave Conversion Example*

Formula: total hours of unused sick leave multiplied by final hourly rate divided by life expectancy value (found in the Life Expectancy Table below):

Total hours of unused sick leave = 702

Final hourly rate = \$20.00

*(annual salary/52 weeks/scheduled weekly hours = hourly rate. Scheduled weekly hours for an exempt person is usually 40)*

Life expectancy value at age 60 = 288 months

Monthly premium credit amount = \$48.75

This credit is used to satisfy up to one-half the cost for single coverage under the chosen plan.

Age in Retirement	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
Life Expectancy (in months)	389	378	368	357	347	337	327	317	307	297	288	278	269	259	250	241

Age in Retirement	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
Life Expectancy (in months)	232	223	214	205	197	188	180	171	163	155	147	140	133	126	119

### **Endowed Faculty**

Endowed faculty do not accrue sick leave, and are given the equivalent of 30 days sick leave at retirement, which is applied in the same method.





## **FLEXIBLE SPENDING ACCOUNTS**

If you retire and there is a balance left in your medical care Flexible Spending Account, you can continue to receive reimbursement of medical expenses incurred prior to your date of retirement. Federal regulations permit you to continue to receive reimbursement of medical expenses incurred after your date of retirement only if you continue to participate in Flexible Spending Accounts by making after-tax contributions during the remainder of the same calendar year of your retirement. You can continue your coverage by enrolling in COBRA administered by Inspira Financial. Inspira will send you COBRA materials.

You can continue to remit dependent care expenses incurred during the plan year against any unused balance until the funds in your account are exhausted or the plan year ends, whichever comes first.

All claims must be received by the administrator within the time frame for claims submission for that year, which is April 30 following the calendar year of participation. Contact the HR Services and Transitions Center (HRSTC) at (607) 255-3936 for additional information.



## RETIREMENT SAVINGS PLANS

### Cornell's Retirement Investment Service Providers

For all of Cornell's retirement savings plans, the selected investment service providers are Fidelity Investments and/or TIAA. Each service provider can assist you with contributions, your balances, your investment choices, beneficiary(ies) changes, payment options, or obtain retirement distribution forms.

To schedule an individual retirement counseling appointment with your selected investment service provider representative, please contact them directly at:

- Fidelity Investments 1-(800) 642-7131
- TIAA 1-(800) 732-8353

To discuss your payment options, to begin distributions, or to obtain your proper Retirement Distribution forms, please contact your selected investment service provider directly at:

- Fidelity Investments 1-(800) 343-0860
- TIAA 1-(800) 842-2776

### Cornell University Retirement Plan (CURP)

As an employee eligible under the Cornell University Retirement Plan (CURP), you are eligible to withdraw from their plan account(s) upon one of these events:

#### Separation from Cornell

- Retirement: At least age 55 and at least 10 years of benefits-eligible service
- Minimum Distribution: Age 73 and has not begun benefit distributions (mandatory)
- Death: Paid to designated beneficiary(ies)
- No longer employed by Cornell.

If you become re-employed by Cornell University in any capacity, you will not be able to take distributions from CURP until such time as you are no longer employed by Cornell.

If separated from Cornell for any reason, you will work directly with the Investment Service Provider(s) on the following:

- Address changes.
- Beneficiary(ies) changes.
- Distributions or payment changes.
- Obtaining distribution forms.
- Rollovers.

Visit the [HR website](#) for additional information regarding the CURP plan



## Cornell University Tax-Deferred Annuity Plan (TDA)

As an employee who voluntarily participated in the Cornell University Tax-Deferred Annuity Plan (TDA), you are eligible to withdraw from your plan account(s) upon one of these events:

### Separation from Cornell

- Retirement: At least age 55 and at least 10 years of benefits-eligible service
- Minimum Distribution: Age 73 and has not begun benefit distributions (mandatory)
- Death: Paid to designated beneficiary(ies)
- No longer employed by Cornell.

If you become re-employed by Cornell University, you will still be able to receive distributions from the TDA plan if you have reached the age of 59 ½.

If separated from Cornell for any reason, you will work directly with the Investment Service Provider(s) on the following:

- Address changes.
- Beneficiary(ies) changes.
- Distributions or payment changes.
- Obtaining distribution forms.
- Rollovers.

Visit the [HR website](#) for additional information regarding the TDA plan

## Cornell University 457(b) Deferred Compensation Plan

Under the Cornell University 457(b) Deferred Compensation Plan, you must elect distributions from your account within 60 days (also known as “initial election period”) after you have separated employment with the university.

If a distribution election is not made prior to the expiration of the initial election period, the default distribution type of a single lump sum payment subject to the appropriate taxation will be paid on or within 90 days following your separation of employment.

Visit the [HR website](#) for additional information regarding the 457(b) Deferred Compensation plan

Distribution election options under the 457(b) deferred compensation plan are different from other Cornell University retirement plans. It is strongly encouraged that you meet with your selected investment service provider representative, or financial advisor, well in advance to your separation from Cornell University, to discuss your options.

## Social Security

When you work and pay Social Security taxes, you earn “credits” toward Social Security benefits. The number of credits you need to get retirement benefits depends on when you were born. If you stop working before you have enough credits to qualify for benefits, the credits will remain on your Social Security record. If you return to work later, you can add more credits to qualify; however, Social Security Administration cannot pay any retirement benefits until you have the required number of credits. You can apply for retirement benefits online at [www.socialsecurity.gov](http://www.socialsecurity.gov), or by contacting them directly at 1-(800) 772-1213 (TTY 1-(800) 325-0778). Or you can make an appointment to visit any Social Security office to apply in person.

## Returning to Work

Cornell University Retirement Plan (CURP): Please be advised that according to the written terms of the plan documents that govern CURP, while you are still employed with Cornell, irrespective of the nature or status of your employment (full-time, part-time, non-benefits eligible, or in a Contract College position), you are not eligible to take a distribution from CURP.

Tax Deferred Annuity Plan (TDA): This plan does permit in-service distributions for employees who have reached the age of 59 1/2. You are able to continue your participation in the TDA if you return to work after your retirement.

457(b) Retirement Plan: In-service withdrawal options are limited; you will want to talk with Fidelity Investments and/or TIAA directly to understand the options. Please note that because of the 60-day election period to determine the handling of your 457(b) account, upon severance of employment, to avoid a lump sum payout of your 457(b) account, it is your responsibility to contact Fidelity Investments and/or TIAA as soon as you separate from employment to discuss the 60-day election period, regardless of your intent to return to employment.



## LIFE INSURANCE IN RETIREMENT

Life insurance is available to endowed faculty and staff who are at least age 55 and have at least ten years of service with the university. This coverage is provided as part of your basic life insurance.

### Basic Life Insurance

#### \$3,000 Retiree Life Benefit

If you were younger than age 50 on January 1, 1980, or if your coverage through the Group Life Insurance Plan began after January 1, 1980, and you have had at least ten years of benefits-eligible service, you will receive a \$3,000 life insurance policy, at no cost.

Employees who retire from the university with a \$3,000 benefit have the option to convert the difference between their active Basic Life Insurance amount and \$3,000. You will receive a notice of conversion once you have officially retired from the university which will provide you the appropriate information to execute your rights to conversion. The right to convert is time sensitive so please review all information received timely.

You can manage your own beneficiary designations and make changes when you want.

- Changes to beneficiary designations are instant, no more waiting to complete paper forms
- You can sign your beneficiary designations electronically
- You can print a confirmation or receive an email confirmation by entering your email address into the system

#### How to maintain beneficiaries online:

- Go to <https://cornellretiree.nylgbsbenefitsguide.com>
- Click on the “Beneficiary Administration login”
- Click on the “Register” button
- Enter the last 6 digits of your SSN and date of birth
- Create your username and password





## **Voluntary Term Life (VTL) Insurance**

As a retiree, you may continue the full amount of your Voluntary Term Life (VTL) Insurance coverage as of the date of your retirement. You will be notified by New York Life regarding the continuation of your VTL policy at ported rates, including your first direct billing notice, within 60 days from your date of retirement (after your final payroll deduction has been received by New York Life). Continuation of your VTL policy is automatic; you do not need to apply for it. This coverage can be maintained either by continuing to pay premiums directly to New York Life. Please note age limitations.

If you continue maintaining any or all of your Voluntary Term Life (VTL) coverage, you can review this coverage and name beneficiaries by using the New York Life Group Benefit Solutions website at [www.nylgbsBenefitsGuide.com/cornellretiree](http://www.nylgbsBenefitsGuide.com/cornellretiree). Once you have completed the online process for designating beneficiaries the new designation will be recognized as your most current record.

If you would like to review your coverage information or discuss making changes to your coverage, including reducing the amount or cancelling the coverage prior to receiving your continuation notice, please contact New York Life directly. New York Life's toll free number is (800) 231-1193.

## **Group Universal Life (GUL) Insurance**

If you had GUL coverage prior to January 1, 2024, and chose to continue your GUL coverage on a direct bill at home basis after January 1, 2024, you can still access your GUL coverage information, cash value balance, and beneficiary designations by contacting New York Life directly. New York Life's toll free number is (800) 231-1193.

## **OTHER PLANS AND POLICIES**

### **Personal Accident Insurance (PAI) Conversion**

As a participant in the PAI plan, you and your eligible dependents may convert your insurance coverage to an individual policy if you are under age 70 at retirement.

A medical examination is not required to obtain a converted individual term policy. You will receive a notice of conversion once you have officially retired from the university which will provide you the appropriate information to execute your rights to conversion. The right to convert is time sensitive so please review all information received timely.

You have 31 days after your retirement date to execute your rights to conversion. Once you complete the application for conversion and the policy is effective, you will be billed by New York Life for the premiums. For more information, please call New York Life Group Benefit Solutions at (800) 231-1193.

## **Legal Plan Insurance**

You may continue your enrollment in the Legal Plan Insurance through direct bill. ARAG will automatically send conversion information to your home address. You will have 90 days from the date of retirement to elect. Contact ARAG at 800-247-4184 if you have questions.

## **Cornell Children's Tuition Scholarship (CCTS)**

Individuals who retire at age 55 or older with ten or more years of service retain the same CCTS privileges they had as active faculty or staff members. The level of CCTS benefits available to your children is determined by the date you were hired as a benefits eligible employee. Although children of eligible employees have no age limitation, marital status limitation, or dependency limitation, the benefit paid may be considered a taxable fringe benefit to the employee. Call the HR Services and Transitions Center (HRSTC) at (607) 255-3936 for more information.

## **NY'S 529 College Savings Program**

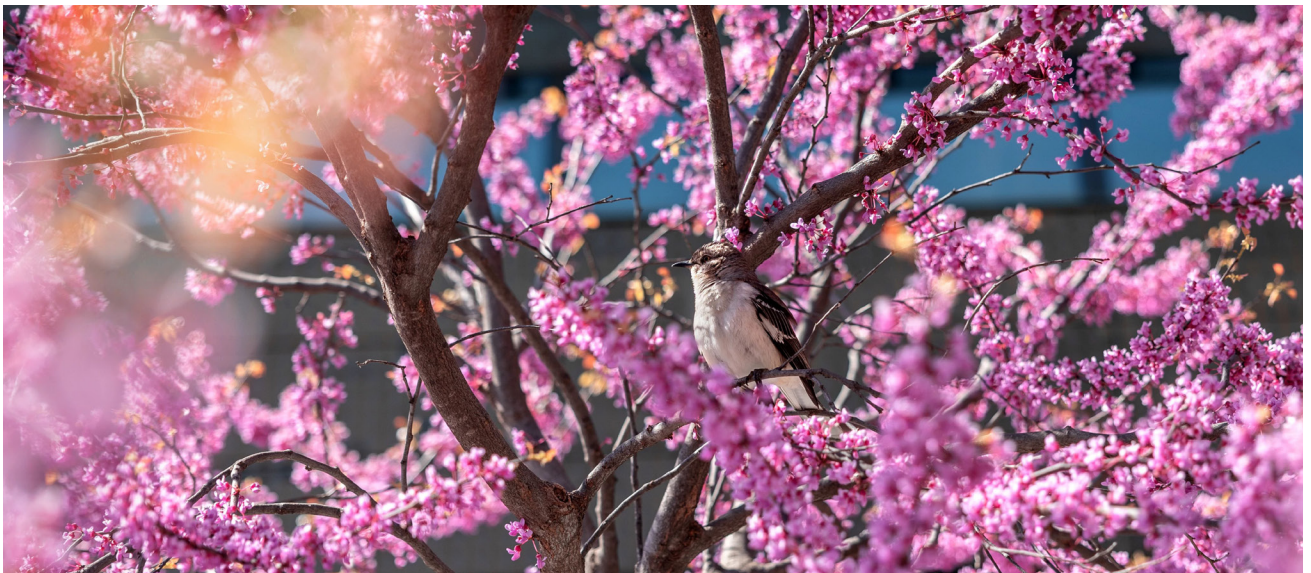
Retirees who contribute through payroll deduction should contact NYSAVES at (877) 697-2837 in order to set up a schedule for future contributions.

## **Faculty and Staff Assistance Program (FSAP)**

As a retiree, you and your spouse/partner continue to remain eligible to receive free assessment, counseling and referral under the FSAP. Contact the FSAP at (607) 255-2673 (5-COPE) or [fsap.cornell.edu](http://fsap.cornell.edu).

## **Auto/Home/Pet Insurance**

You may continue your automobile, homeowner's/ rental, and pet insurance by being billed directly. You will need to contact Mercer Voluntary Benefits at (800) 553-4861 for more information.



## **BENEFITS NO LONGER AVAILABLE**

Certain benefits you enjoyed as a Cornell faculty and staff member were directly related to your employment. When you retire, you will no longer be eligible for those benefits through Cornell. Those benefits include Short Term Disability, Long Term Disability, Flexible Spending Accounts (except as previously noted), Tuition Aid or the Employee Degree Program, Business Travel Insurance, and the Adoption Assistance Program. However, if you retire while you are receiving long term disability benefits, you should call Medical Leaves Administration at (607) 255-1177 to review your change of status.

## **Other Retiree Benefits, Programs and Services**



## **CORNELL RETIREE ENGAGEMENT**

Members of the vibrant retiree community participate in academic and social activities, volunteer, and often return to work part-time in a new field! Returning to work at Cornell after your Cornell retirement can have an impact on your retiree benefits, for example your health insurance and retirement accounts. Please contact HR Services and Transitions Center to discuss those impacts before returning to work.

Retirees and their spouses/partners are encouraged to participate in various engagement opportunities (in-person and virtual) and social events on and off campus.

For more information, call (607) 255-0388. To be added to an email list to receive a newsletter and notices of upcoming events, please send email to [CornellRetirees@cornell.edu](mailto:CornellRetirees@cornell.edu). More information about retiree benefits and opportunities can be found at [hr.cornell.edu/retirees](http://hr.cornell.edu/retirees).



## ELDER CARE/CAREGIVING SERVICES AND PROGRAMS

### Work/Life

Work/Life is available to help retirees navigate a variety of family life needs and concerns - including adult/elder care. Consultations can occur via phone, virtual meeting, or email. [worklife@cornell.edu](mailto:worklife@cornell.edu) | 607-255-1917

### Caregiver Support and Education Network

If you are providing care for an adult family member, spouse, or friend, you are invited to attend monthly meetings of the [Caregiver Support and Education Network](#). Facilitators share strategies, tools, and resources for coping with stress, caregiver guilt, and burnout as well as information on local/ national resources. Meetings include general discussion and sharing as well as occasional guest speakers.

### Workshops and Speakers

There are additional elder care/caregiving related workshops and seminars held each semester on campus. For information on any or all of these programs and services please call (607) 255-1917 or email [worklife@cornell.edu](mailto:worklife@cornell.edu).

### Cornell Elder/Adult Caregiver E-list

The e-list is an email that is sent with relevant announcements throughout the month. To join the e-list, 1) open up an email and type in the "Send To" field: [elder-L-request@cornell.edu](mailto:elder-L-request@cornell.edu) 2) For the Subject of your message, type the single word: "join." 3) Leave the body of the message blank.

## CORNELL ACADEMICS AND PROFESSORS EMERITI (CAPE)

CAPE provides engagement and professional/social community to those who share the experience of being retired Cornellians. CAPE membership is automatic upon retirement and is open to faculty, academics, librarians, curators, extension associates, and other members of Cornell's professional teaching, research, advising, and administrative staff. Visit the website for [more details on membership](#).

The CAPE Executive Council meets monthly during the academic year to discuss ways to advocate for, inform, and assist CAPE members. CAPE has a vote on the Faculty Senate and on committees such as the University Benefits Committee. CAPE offers newsletters, social events, a grants program, workshops, outreach projects, and volunteer opportunities, to name a few. During the academic year, CAPE hosts a monthly lecture series. For more information, contact CAPE at 229 Day Hall, (607) 255-6608, [cape@cornell.edu](mailto:cape@cornell.edu) or CAPE website.

## OTHER OPPORTUNITIES TO CONNECT

Retirees are encouraged to get involved in committees and volunteer at events. Learn more on the [retirees website](#).

## IDENTIFICATION CARDS

Your Retiree ID card is the key to taking advantage of many of the perks and discounts available to Cornell retirees. To receive your Retiree ID, please contact the HR Services and Transitions Center (HRSTC) by phone (607) 255-396 or email [hrservices@cornell.edu](mailto:hrservices@cornell.edu).

## CFCU COMMUNITY CREDIT UNION

If you are a member when you retire, you can remain a member of the CFCU Community Credit Union with the same privileges as an active employee. For more information, call (607) 257-8500 or visit [mycfcu.com](http://mycfcu.com).

## RETIREE TRANSIT AND PARKING PRIVILEGES

The options below are current at the time of publication but could change due to the transforming nature of the University. The most up-to-date information regarding retiree parking and transit options can be found on the [Facilities and Campus Services website](#).

Eligibility for certain privileges is determined by the employee's status in Workday. Retirees may be required to show their Cornell ID card.

### Retiree Transit Privileges

Retirees can use their Cornell ID card to ride TCAT buses anywhere they go, anytime they run; Cornell pays the fare. Visit <https://tcatbus.com> for TCAT route and schedule information.

### Retiree Parking Privileges

Retirees who need to regularly access campus have permit options like regular employees. Free annual [virtual North Campus A Lot](#) parking permits are available from [myparking@cornell.edu](http://myparking@cornell.edu).

### Retiree Accessible Parking Privileges

Free and paid [accessible parking permit options](#): A state-issued ADA placard is required to obtain a Cornell accessible permit. Retirees with accessible parking needs can opt for the following:

- a free PO Cornell hangtag, valid in accessible and permit-restricted spaces in areas signed A, E, ME, R, O, and WE; or
- a for-fee AP Cornell hangtag, valid in any accessible parking space as well as most permit-restricted parking spaces on campus.

## Emeriti Parking Privileges

Please consult [parking options for Cornell retirees](#) or contact Transportation Services at [transportation@cornell.edu](mailto:transportation@cornell.edu), or (607) 255-4600 for information.

## LEARNING AT CORNELL

Retirees are eligible to enroll in up to six credit hours per semester at no charge. You may enroll through the School of Continuing Education and Summer Sessions in B20 Day Hall, (607) 255-4987, [cauinfo@cornell.edu](mailto:cauinfo@cornell.edu), with the permission of the course instructor, or course department and a representative of Benefit Services and Administration. The School of Continuing Education and Summer Sessions will help with questions you may have regarding enrollment in a class.

Cornell's Adult University offers trips to spectacular destinations around the world, as well as inspiring courses on the Cornell campus, all taught by engaging Cornell faculty and open to all. For information on all CAU programs, visit <https://sce.cornell.edu/travel/about>.

To learn about offerings through the Cornell Botanic Gardens, visit <https://cornellbotanicgardens.org/>.

## COMPUTER ACCESS

As a retiree, you can use your Cornell email address. For information on computer access contact the IT Service Desk at (607) 255-5500 or [itservicedesk@cornell.edu](mailto:itservicedesk@cornell.edu), [it.cornell.edu/support](https://it.cornell.edu/support).

## LIBRARIES

As a Cornell retiree you are entitled to Cornell University Library borrowing privileges and access to e-resources when licenses permit. Your retiree ID is your library card. For more information contact: <https://www.library.cornell.edu/services> or (607) 255-4144.



## INTERCOLLEGIATE ATHLETICS AND ATHLETIC FACILITIES

Retirees with 25 years of service or emeritus professors are offered two tickets to all athletic contests except Men's Ice Hockey and post-season contests. All other retirees with 10 to 24 years of service to the university continue to be eligible for the same privileges they enjoyed when they were employed. All tickets can be obtained at the Athletic Ticket Office, Bartels Hall,



by appearing in person and showing a retiree ID card. All retirees could be eligible for certain other discounted senior citizen tickets. Contact the Ticket Office at [bigredtix@cornell.edu](mailto:bigredtix@cornell.edu) or (607) 255-4247 for more information or visit [bigredtix.com](http://bigredtix.com). Athletic facilities that continue to be available to all retirees are:

Contact the Ticket Office at [athletictickets@cornell.edu](mailto:athletictickets@cornell.edu) or (607) 255-4247 for more information or visit [CornellBigRed.com/tickets](http://CornellBigRed.com/tickets). Athletic facilities that continue to be available to all retirees are:

- **Lynah Rink:** Call (607) 255-3793 for more information.
- **Robert Trent Jones Golf Course:** For more information, call (607) 254-6531.
- **Reis Tennis Facility:** For more information, call (607) 254-8922 or online at [reistennis-center.com](http://reistennis-center.com).
- **Physical Education class.** All retirees are eligible to enroll in Cornell Physical Education classes. The full schedule of courses can be found on the [PE website](#).
- **Helen Newman Hall Bowling Center:** Cornell retirees receive a discount on open bowling rates, and the opportunity to join other retirees for regular bowling. For more information, call (607) 255-4200.

## FACILITIES AND EVENTS

### Facilities

Retirees are welcome to use general facilities (Willard Straight Hall, Appel Commons, Noyes, and Robert Purcell Community Centers) free of charge, except for some specialized services which require a membership.

### Cornell Concert Series

Tickets can be purchased online at [cornellconcertseries.com](http://cornellconcertseries.com) or by calling (607) 255-5144, [info@cornellconcertseries.com](mailto:info@cornellconcertseries.com).

### The Department of Music

The Department of Music presents many concerts each academic year, including concerts and recitals by faculty and students; by instrumental, choral, and world music ensembles; and by guest artists and guest ensembles. Nearly all are free and open to the public. Contact the events manager at [lag277@cornell.edu](mailto:lag277@cornell.edu) or [music.cornell.edu](http://music.cornell.edu) for more information.

## The Department of Performing and Media Arts

Plays throughout the year often include guest artists as well as students, faculty, and staff. For audition information, season and individual tickets, contact the Schwartz Center Box Office at (607) 254-2787, [pma.cornell.edu/tickets](http://pma.cornell.edu/tickets). Senior citizen tickets may be available.

## Cornell Cinema

Cornell Cinema offers many different films/videos each year. Except for special offerings, tickets for senior citizens are discounted. Contact the box offices, 104 and 106 Willard Straight Hall, (607) 255-3522. Visit [cinema.cornell.edu](http://cinema.cornell.edu).

## CORNELL NEWS

Many Cornell sources help retirees keep in touch with university news, events, and activities. The Cornell Chronicle is available online but you can also subscribe to their weekly or monthly e-news posting.

- **Cornell Chronicle:** [news.cornell.edu](http://news.cornell.edu)
- **Events Calendar:** [events.cornell.edu](http://events.cornell.edu)
- **CU Info:** [cuinfo.cornell.edu](http://cuinfo.cornell.edu)

## CORNELL CLUB

Retired faculty and staff interested in maintaining contact with the university should contact Alumni Affairs and Development, 130 East Seneca Street, Suite 400, Ithaca, New York 14850, or call (607) 254-7150. The office will be pleased to provide the name, address and telephone number of the current president of the Cornell Club in the area in which the retired employee is living.



## The Cornell Club – New York

Retired Cornell faculty and staff members are eligible to join The Cornell Club in New York City at a discounted membership rate, in addition to the waived initiation fee. Annual membership dues are listed at [cornellclubnyc.com](http://cornellclubnyc.com) and dues may be paid either quarterly or annually. For more information, please contact [membership@cornellclubnyc.com](mailto:membership@cornellclubnyc.com).

## CORNELL WELLNESS FOR FITNESS, NUTRITION AND WELL-BEING

A resource for you in the areas of fitness, nutrition, general health and wellness. Cornell Wellness serves all staff, faculty, retirees, and their spouses/partners in the areas of fitness, nutrition, general health and wellness. We provide educational opportunities that empower individuals to make healthy choices for themselves.

Cornell retirees and their spouses/partners may take advantage of the following:

- [Free individual consultations](#) including fitness, nutrition, general health and wellness, and tobacco cessation.
- All Cornell Wellness [outreach programming](#)
- Wellness Recreation memberships (\$175/fiscal year) include access to group fitness classes offered both through Cornell Fitness Centers and the Healthy Living Program, fitness centers and pools. Learn more about the [Wellness Recreation membership](#).

## EMPLOYEE PERSONAL PURCHASE DISCOUNTS AND OTHER PERKS

Retirees may be eligible to continue certain personal purchase discounts and other perks provided to employees. For information on specific discounts you should check the Division of Financial Affairs [webpage for Employee Personal Purchase Discounts](#) and the Perks page on the [HR website](#). (not all perks apply to retirees; please check eligibility)







## For More Information

For more information, contact the HR Services and Transitions Center (HRSTC)  
Division of Human Resources  
395 Pine Tree Road, Suite 130  
(607) 255-3936  
[hrservices@cornell.edu](mailto:hrservices@cornell.edu)  
[hr.cornell.edu](http://hr.cornell.edu).

## DISCLAIMER

*While every attempt has been made to ensure the accuracy of this document, the legal documents, policies, or certificates pertaining to the various benefits prevail in the event of any discrepancy. This booklet does not constitute a legal document. The policies summarized here are subject to change. The language is not intended to create a contract between the university and its retired faculty and staff.*

*The university reserves the right to amend, modify, or withdraw in its sole discretion any provision contained herein. Neither this document, nor any of its terms or provisions, constitute a contractual obligation by the university. Policies and benefits for members of collective bargaining units may differ from those described herein. If you belong to a collective bargaining unit, refer to the terms and conditions of your contract for more information.*



## 2025 Endowed Retiree Health Plan Rates

The charts below show monthly premiums to be paid by the retiree or LTD Medicare primary individual, covered dependents, or dependents eligible for survivor dependent coverage.

Retiree		Covered dependents		
IF YOU ENROLL IN	YOUR MONTHLY PREMIUM IS	IF YOUR DEPENDENT ENROLLS IN	THEIR MONTHLY PREMIUM IS	TOTAL MONTHLY PREMIUM
Medicare Advantage Plan	\$37.69			
		Medicare Advantage Plan	\$150.74	\$188.43
		Retiree 80/20 Plan	\$188.32	\$226.01
		Retiree Pre-Medicare Health Plan	\$324.22	\$361.91

IF YOU ENROLL IN	YOUR MONTHLY PREMIUM IS	IF YOUR DEPENDENT ENROLLS IN	THEIR MONTHLY PREMIUM IS	TOTAL MONTHLY PREMIUM
Retiree 80/20 Plan	\$55.35			
		Medicare Advantage Plan	\$177.24	\$232.59
		Retiree 80/20 Plan	\$199.87	\$255.22
		Retiree Pre-Medicare Health Plan	\$362.39	\$417.74

IF YOU ENROLL IN	YOUR MONTHLY PREMIUM IS	IF YOUR DEPENDENT ENROLLS IN	THEIR MONTHLY PREMIUM IS	TOTAL MONTHLY PREMIUM
Retiree Pre-Medicare Health Plan	\$106.60			
		Medicare Advantage Plan	\$251.91	\$358.51
		Retiree 80/20 Plan	\$277.13	\$383.73
		Retiree Pre-Medicare Health Plan	\$426.38	\$532.98

Individual decedent spouse (prior to 7/1/93)		Individual decedent spouse (after 7/1/93)	
IF YOU ENROLL IN	YOUR MONTHLY PREMIUM IS	IF YOU ENROLL IN	YOUR MONTHLY PREMIUM IS
Medicare Advantage Plan	\$37.69	Medicare Advantage Plan	\$94.22
Retiree 80/20 Plan	\$55.35	Retiree 80/20 Plan	\$138.38
Retiree Pre-Medicare Health Plan	\$106.60	Retiree Pre-Medicare Health Plan	\$266.50

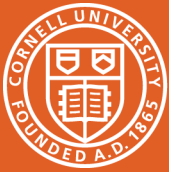
The plan premium does not include any applicable sick leave. It will be reflected in your billing statement, but due to timing issues, it may not appear on the initial bill.

If you have questions about the health plan premiums, please call the Aetna Retiree Service Center at 1-800-338-4533 (TTY:711).

While every attempt has been made to ensure the accuracy of this document, in the event of any discrepancy the Summary Plan Description and Plan Document will prevail.

Diversity and Inclusion are a part of Cornell University's heritage. We are a recognized employer and educator valuing AA/EEO, Protected Veterans, and Individuals with Disabilities. We also recognize a lawful preference in employment practices for Native Americans living on or near Indian reservations.

Produced by Cornell University, revised 10/10/2024.



# Cornell University

Division of Human Resources  
Benefit Services and Administration  
East Hill Office Building  
395 Pine Tree Road  
Ithaca, NY 14850  
(607) 255-3936  
Web: [hr.cornell.edu](http://hr.cornell.edu)  
Email: [HRservices@cornell.edu](mailto:HRservices@cornell.edu)

With a founding principle of "... any person ... any study," Cornell is an [equal opportunity employer](#).

06/13/2025