

Section: Employee/Labor
Relations

Section Number: 4.4.2

Subject: Mandated Benefits:
Social Security

Date of Present Issue: 04/11/96

Date of Previous Issues:
01/79, 11/81, 01/87

POLICY:

All employees of the University, full-time or part-time (except for students enrolled and attending classes), are enrolled in the Federal Government's Old Age and Survivors' Insurance Program (OASI).

Social Security benefits include:

1. Retirement income
2. Death benefit
3. Total disability protection
4. Survivors' benefits, and
5. Medicare - health insurance beginning at age 65.

Employee contributions are withheld through payroll deduction. The amount of deduction is prescribed by law. The schedule of deductions is available in the Office of Employee Relations. (i.e. On January 1, 1995, employee and employer contributions were set at 7.65% of salary, up to \$61,200 of earnings).

To qualify for full social security benefits, a retiree must have a prescribed number of social security quarters of covered employment at retirement at age 65, or for reduced benefits at age 62. (The age for full benefits will rise gradually to 67 in 2027 for those born in 1960 or later.) In 1995 and later, a minimum equivalent to ten years, or forty quarters will be required in most cases to receive Social Security retirement benefits.

Persons contemplating retirement or use of other benefits under social security, should consult the local office of the U.S. Department of Health and Human Services, Social Security Administration. It is recommended that employees considering retirement apply about three months before the expected retirement date, or three months prior to the appropriate birthday for benefit eligibility.

Up-to-date information on Social Security may best be obtained at the local Social Security Administration office, which handles human services of many kinds. The Social Security Administration's toll-free phone number is **1-800-772-1213**. This number is in operation from 7 a.m. to 7 p.m. on business days. The least busy times to call are from 7 a.m. to 9 a.m. and from 5 p.m. to 7 p.m.