

# **Return to Work Update**

Public Act 097-0968

- Pension reform passed to prevent retired public employees from “double-dipping”, effective August 1, 2013
- College liability for employing “an affected annuitant” is the equivalent of entire 12-month annuity
- Previously employed full-time faculty teaching as adjunct-faculty may be allowed to continue their employment within the guidelines of the Act and at the discretion of the Provost
- Employment of staff-annuitants discontinued after December 31
- Currently negotiating an agreement to “grandfather” 25 current adjunct-annuitants to teach one class per semester
- Adjunct-faculty who retired after 08/15/2013 not eligible to teach

## **Summary and Actions**

- New employees required to complete a SURS “certification statement” on employment application
- “Affected Annuitants” not eligible for employment unless there is a critical need
- Peer Responses to Public Act 097-0968

## **Summary and Actions, Cont’d.**

# **Multiple Positions and Maximum Work Hours Update**

- Focus on mitigating liabilities under the Tenure Act and Fair Labor Standards Act
- Part time employees – 29 hours per week limit
- Adjunct Faculty – less than 24 contact semester hours in an academic year (fall and spring)
- Part time employees must sign affidavit prior to acceptance of an additional assignment

## **Summary and Actions**

- One additional assignment to their primary position
- Better management of assignment hours
- Peer Response to ACA

**Summary and Actions, Cont'd.**