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