



Retirees

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LEGISLATIVE UPDATE: 2019 Regular Session

During the 2019 legislative session, which began April 8 and ended June 6, TRSL monitored five pieces of legislation that would have impacted the retirement system. Ultimately, two resolutions related to Social Security offsets gained final passage.

House Concurrent Resolution 20 (*Rep. Jones*) and **Senate Concurrent Resolution 34** (*Sen. Mizell*) both request that Congress review and consider eliminating the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) Social Security benefit reductions. Although these resolutions have no effect of law, state lawmakers have passed them multiple times over the years to urge action on this issue at the federal level.



Bills that did not pass

House Bill 28 (*Rep. Ivey*) would have established a hybrid retirement benefit structure for TRSL and the state retirement systems for state employees, school employees, and state police. HB 28, which was opposed by the TRSL Board of Trustees, was voluntarily deferred by its author in the House Retirement Committee.

Senate Bill 14 (*Sen. Peacock*) would have limited the ability of an elected board member of state/statewide retirement systems from running for a term that would allow that board member to serve more than 12 or 15 consecutive years, depending on the board term. Although the bill was considered and amended in the Senate Retirement Committee, a vote on it was never taken.

House Bill 19 (*Rep. Pearson*) would have removed certain initial unfunded accrued liability (IUAL) payments attributable to K-12 employers from the minimum foundation program (MFP) funding and would have provided for direct payments of such funds to TRSL. HB 19 did not advance out of the House Retirement Committee.

Returning to work:



A refresher

The return-to-work (RTW) law has been modified multiple times since its last overhaul in 2010. Although there were no RTW bills filed in the 2019 legislative session, it's still important to understand the law and how it may affect you if you decide to return to work.

Here's what you need to know

TRSL retirees who return to work in any position eligible for TRSL membership are classified as either a "retired teacher" or a "retired member." The RTW law also covers individuals hired through contract or corporate contract to provide services for an employer that participates in TRSL.

Visit www.TRSL.org and use the checklist in our *Returning to Work after Retirement* brochure to see if you're a "retired teacher" or "retired member." The category to which you belong determines if you will 1) receive your TRSL retirement benefits while re-employed; and (2) make contributions to TRSL while re-employed.

continued on Page 2

Returning to work: A refresher continued from front

	Retired teacher	Retired member
Receipt of TRSL benefits	Eligible to receive TRSL retirement benefits during re-employment only after fulfilling a required 12- or 36-month waiting period that starts on the date of retirement. Benefits will be suspended if re-employment begins before the end of the waiting period. <i>(See below for the waiting period applicable to you.)</i>	TRSL benefits suspended for the duration of re-employment in a position eligible for TRSL membership
Payment of contributions	Employee and employer contributions are required on compensation received as a re-employed retired teacher.	Contributions not required from employee or employer on compensation received as a re-employed retired member.

Required waiting period

There is no exemption to the required waiting period below. The required waiting period supersedes all other return-to-work provisions, including critical shortage requirements.

12 months

- Individuals who retired before July 1, 2017
- Individuals who retired on or after July 1, 2017, and have advanced degrees in speech therapy, speech pathology, and audiology
- Individuals who retired on or after July 1, 2017, **and** whose retirement benefit was not actuarially reduced or was not calculated at an accrual rate of less than 2.5%

36 months

- Individuals who retired on or after July 1, 2017, **and** whose retirement benefit was actuarially reduced or was calculated at an accrual rate of less than 2.5%

Earnings limit: Some “retired teachers” are subject to a 25% annual earnings limit upon re-employment. The following “retired teacher” categories are subject to the 25% earnings limitation:

- PreK-12 substitute “classroom teachers”
- Adult education or literacy teachers
- Adjunct professors (as defined in the RTW law)
- School nurses (as defined in La. R.S. 17:28)
- Presenters of professional development training
- Tutors for any PreK-12 student
- “Classroom teachers” employed in a temporary capacity to proctor tests



Earnings limitation provisions:

- The earnings limit restricts any earnings from positions listed above in a fiscal year to no more than 25% of the retiree’s gross annual retirement benefit.

Earnings limit calculation:

$$\text{Monthly gross benefit} \times 12 \times 25\%$$

- If earnings exceed 25% of the retirement benefit, the retiree’s TRSL benefit will be reduced by the excess amount.
- If a retiree returns to active service in more than one position that is subject to the 25% earnings limit in any fiscal year, the limit applies to the total earnings for all such positions in the fiscal year.

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MEMBER ALERT: Get the facts about your retirement account from TRSL



Sometimes, TRSL members are contacted about their retirement benefits and income by companies or organizations that are not affiliated with TRSL. Please keep the following information in mind should you be contacted in the future about your TRSL benefits.

REMEMBER: TRSL does not authorize or endorse any outside, third-party vendors to represent TRSL or provide TRSL retirement information to you.

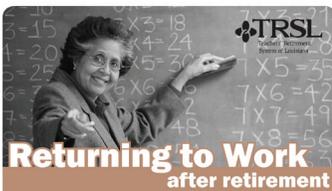
Important information about outside vendors

- Outside vendors are not affiliated or associated with TRSL in any manner.
- TRSL does not endorse third-party vendors or their services and products.
- TRSL staff will never come to your home or call you unsolicited to ask for your personal information.
- TRSL does not provide any retirement information to third-party vendors.
- Individuals who rely on any information provided by third-party vendors with regard to TRSL benefits do so at their own risk.



If you have any questions about your TRSL retirement, please don't hesitate to contact us directly:

- **PHONE:** 225-925-6446; **TOLL-FREE (outside Baton Rouge):** 1-877-ASK-TRSL (1-877-275-8775)
- **EMAIL:** web.master@trsl.org



Understanding return-to-work laws

Louisiana's return-to-work (RTW) laws have changed significantly in recent years. This booklet explains the law that applies when a regular service retiree returns to work in a position eligible for TRSL membership. Please read this booklet carefully if you're thinking about returning to work.

It's important to understand how these laws may affect you. Failure to comply with all RTW laws, by you or your employer, could result in suspension of your retirement benefits.

Retirees receiving a disability benefit can review information on returning to work in TRSL's *Disability Retirement* booklet available at www.TRSL.org.

What's inside...

A break in service is required	2
Will I still receive my retirement benefit?	2
CHECKLIST... teacher or member?	3
"Retired TEACHER" provisions	4
"Retired MEMBER" provisions	6
Other re-employment info	7
SUMMARY: RTW provisions	8

Returning to work: A refresher continued from Page 2

Additional RTW information

- TRSL retirees who are re-employed in the private sector or in positions not eligible for TRSL membership are not subject to the state's return-to-work laws.
- A retiree receiving a TRSL disability benefit cannot return to work in the field of public or private education. Those who do so will have their disability benefits terminated.

For more RTW information, contact TRSL or check out our online resources:

Phone: 225-925-6446 • **Toll free (outside Baton Rouge):** 1-877-275-8775

Email: web.master@trsl.org • **Web:** www.TRSL.org

CONTACT US:

Physical address:

8401 United Plaza Blvd, Ste 300
Baton Rouge, LA 70809-7017

Mailing address:

PO Box 94123
Baton Rouge, LA 70804-9123

Telephone: 225-925-6446

**Toll free
(outside Baton Rouge area):**

1-877-ASK-TRSL
(1-877-275-8775)

TTY/TDD users:

1-800-846-5277

Fax: 225-925-4779

Email: web.master@trsl.org

Website: www.TRSL.org

 **TRSL** Teachers' Retirement
System of Louisiana
P.O. Box 94123
Baton Rouge, LA 70804-9123

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Questions about your insurance?

When it comes to your health and life insurance, make sure to contact your former employer. Insurance coverage is a benefit of employment, and is still connected to your employer even in retirement.

Your former employer can answer your questions about coverage, benefits, premiums, and deductions. Or, you can contact the state Office of Group Benefits (OGB) for information:

info.groupbenefits.org | [1-800-272-8451](tel:1-800-272-8451) | ogbwebmaster@la.gov

Upon your authorization, TRSL can deduct your insurance premiums from your monthly TRSL benefit. However, the payroll deductions TRSL makes are processed **only** when the employer/insurance provider has given TRSL the necessary premium information at a retiree's request.

