



# **Hiring TRSL retirees: How to apply the return-to-work laws**

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# Agenda

- **2022 Regular Session**
- **Overview of RTW laws**
  - RTW laws
  - Eligibility & group placement
- **Provisions under each law**
  - 2010 RTW Law summary
    - New provisions
    - Critical shortage
  - 2020 RTW Law summary
  - 2022 RTW Law summary
- **How to apply the laws**
  - Using Member Summary
  - Converting

# 2022 Regular Session: SB 434 & HB 1021

## Overall law changes

- Eligibility criteria now based on **retirement date**:
  - » On/before June 30, 2020 **or**
  - » After June 30, 2020

## 2010 RTW Law

- Modernize advertising requirements for critical shortage
- New RTW provisions for core subjects and special leave

## Higher ed. critical shortage

- New critical shortage provision for certain retirees filling adjunct nursing instructor positions

**HB 22 did not pass:** proposed increasing allowable earnings limits from 25% to 50%

# **Overview of RTW laws**

# RTW laws

- As of June 2022, there are three different RTW groups —the **2010 RTW Group** (La. R.S. 11:710); the **2020 RTW Group** (La. R.S. 11:710.1); and the **2022 RTW Group - Higher Education Only** (La. R.S. 11:710.2).

## What do the laws say?

- Do specify what happens to retiree benefits
- Do specify whether contributions are required
- Do not state whether you can or cannot hire a retiree

## When do the laws apply?

Anytime a TRSL retiree is reemployed with a TRSL agency in a TRSL-eligible position, or is paid to provide services that would otherwise be reportable to TRSL.

- **Includes** employment by contract/corporate contract
- **Excludes:**
  - Disability retirees who do not yet meet regular retirement eligibility
  - ORP or LSU Co-Op retirees
  - Retirees of other state retirement systems

# Eligibility

<b><i>NEW ELIGIBILITY</i></b>	Based on retiree's <b>date of retirement</b> only (Previous eligibility was based on retiree's <u>first date of reemployment</u> )
<b>Option to convert 2010 &gt; 2020</b>	Retirees who <b><u>retired prior to July 1, 2020</u></b> , can make an <i>irrevocable</i> election to convert to the 2020 RTW Law ( <i>La R.S. 11:7110.1</i> ) after at least 1 day in the 2010 RTW Group.
<b>Option to convert* 2020 &gt; 2010</b>	Retirees who <b><u>retired prior to July 1, 2020</u></b> , and whose <b>first reemployment fell under the 2020 RTW Law</b> now have the option to convert to the 2010 RTW Law ( <i>La. R.S. 11:710</i> ).

*\*Retirees who retired on/before June 30, 2020 who made an irrevocable election to join the 2020 RTW Group remain subject to the 2020 RTW Law.*

## 2010 LAW

La R.S. 11:710



Position typically  
determines provisions

*Initially  
grouped  
based on date  
of retirement*

## 2020 LAW

La R.S. 11:710.1



Hiring method  
determines  
provisional "options"

## 2022 LAW

La R.S. 11:710.2



Applies to  
specific  
scenario in  
HIGHER ED

Optional,  
if eligible

# **Provisions under each law**



# 2010 RTW Law (La. R.S. 11:710)

Retired **before** July 1, 2020, including those considered part of the grandfathered group

*Note:*

- *Based on the prior eligibility criteria, individuals who retired before July 1, 2020, and returned to work for the first time between July 1, 2020, and June 17, 2022, were placed into the 2020 RTW Group.*
- *Retirees who meet these criteria are eligible to convert out of the 2020 RTW Group in order to be covered by the provisions of La. R.S. 11:710.*

# 2010 RTW Law (La. R.S. 11:710)

## 2010 RTW Group waiting period

**12  
months**

- Individuals who retired before July 1, 2017
- 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%
- Individuals who retired on or after July 1, 2017 and have advanced degrees in speech therapy, speech pathology or audiology or who are enrolled under the Core Subjects or Special Leave provisions

**\*36  
months**

- Retirees who retired between July 1, 2017 and June 30, 2020 and whose retirement was actuarially reduced or was calculated at an accrual rate of less than 2.5%

\*Retirees who make an *irrevocable* election to convert to the 2020 RTW Group will have a 12-month waiting period

# 2010 Group: Summary of provisions

\* Benefit suspension applicable if retiree is within applicable waiting period

^ Benefits may be reduced or suspended if earnings limit is exceeded.

RTW Category	Contributions Required	Benefits Suspended*	Earnings Limit^
Core Subject	Yes	No	No
Special Leave	Yes	No	No
Retired Teachers			
Grandfathered group	Yes	No	No
Advanced speech degree	Yes	No	No
Critical shortage	Yes	No	No
PreK-12 substitute teacher	Yes	No	Yes
Tutor	Yes	No	Yes
Proctor	Yes	No	Yes
Presenter of prof. dev.	Yes	No	Yes
Adult ed./literacy instructor	Yes	No	Yes
School nurse	Yes	No	Yes
Adjunct instructor	Yes	No	Yes
Retired Members	No	Yes	N/A

## New provision for **2010** Group: Core subjects

### Areas of certification

- Math
- English Language Arts
- Science
- Special Ed. (excluding gifted and talented)

Employers may hire retirees to fill certain core subjects without affecting the retiree's monthly TRSL benefit.

The retiree must meet all of the following criteria:

- Be directly employed (not employed via 1099 or corporate contract)
- Be certified in one of the subjects listed at left
- Be hired to fill a position in their area of certification.

***(Effective until 07/01/2027)***

# New provision for **2010** Group: Core subjects

## Areas of certification

- Math
- English Language Arts
- Science
- Special Ed. (excluding gifted and talented)

- If a certified, non-retired teacher applies for a position in their area of certification, the non-retiree shall be employed to replace the retiree at the start of the next grading period
  - If the employer chooses to retain the retiree in said position, the Core Subjects provision would no longer apply. The retiree could then be subject to a suspended benefit

*The employing agency should look to LDOE Bulletin 746 for guidance on determining if a retiree is filling a position in their area of certification.*

➤ *Individuals holding nonstandard teaching credentials, such as an out-of-field authorization to teach (OFAT), would not be considered certified in the subject area of the position*

## New provision for **2010** Group: Special leave

### Retiree must...

- Be certified,
- Be at least age 62,
- Have earned at least 30 years of creditable service, and
- Be directly employed (not employed via 1099 or corporate contract)

- Employers may hire retirees to fill vacancies due to special leave circumstances without affecting the retiree's monthly TRSL benefit. The retiree must meet the following criteria and be employed to fill a teaching vacancy due to one of the special leave scenarios listed below. (***Effective until 07/01/2027***)

### Employed to fill a teaching vacancy due to

- Maternity Leave (R.S. 17:1211) or
- Military Leave (R.S. 17:1215) or
- Sabbatical Leave (R.S. 17:1171) or
- Extended Sick Leave (R.S. 17:1202)

# New provisions for 2010 Group (cont'd)

- No form required for new provisions in the 2010 RTW Group.
- Certifications statements are included in the online enrollment process.

- ☐ I hereby certify that the retiree I am enrolling is CERTIFIED to teach MATH and is being reemployed to fill a position in the area of certification.
- ☐ I hereby certify that the retiree I am enrolling is DIRECTLY EMPLOYED and not employed via 1099 or by Corporate Contract.
- ☐ I hereby acknowledge if a teacher who is not a TRSL retiree and who is CERTIFIED to teach MATH applies for this position, that non-retiree shall be employed to replace the retiree at the start of the next grading period. Failure to take such action could result in an overpayment of benefits charged to the employer.

System		Status	Choose a Return To Work Provision
4		TERM921CS	Critical Shortage (PreK-12) Classroom Teacher
4		DROP RET	Critical Shortage Speech Therapist, etc.
			Critical Shortage Educational Diagnostician
			Critical Shortage School Counselor
			Critical Shortage Social Worker
			Critical Shortage School Psychologist
			Critical Shortage Interpreter
			Critical Shortage Educational Transliterator
			Critical Shortage Educator Of Deaf Or Hard Of Hearing
			CORE Subject - Certified MATH Teacher
			CORE Subject - Certified SCIENCE Teacher
			CORE Subject - Certified ENGLISH LANGUAGE ARTS Teacher
			CORE Subject - Certified SPED (Exclude Gifted/Talented)
			Special Leave Teacher - Ext. Sick Leave R.S. 17:12202
			Special Leave Teacher - Maternity Leave R.S. 17:1211
			Special Leave Teacher - Military Leave R.S. 17:1215
			Special Leave Teacher - Sabbatical Leave R.S. 17:1171
			Earnings Limit PreK-12 Substitute Classroom Teacher
			Earnings Limit Adult Ed Literacy Ins
			Earnings Limit School Nurse
			Earnings Limit Proctor
			Earnings Limit Tutor Of PreK-12 Student
			Earnings Limit Presenter Of Professional Development
			Advanced Degree Speech
			Suspend For Duration Of Employment



# Critical shortage declaration process

## **NEW requirements** (FT & PT positions) **Effective permanently**

To declare a critical shortage for your parish, a general statement that you are soliciting applications for future employment of certified teachers must be:

1. Advertised at least **once per month, continuously** in official journal
2. Posted at career development office of every post-secondary institute within 120-mile radius at the **beginning of each semester**

Additionally, must prominently display a list of unfilled positions and **any** position filled with a retiree on employer's website or the governing authority's website

To hire a retiree into a specific position utilizing the critical shortage provision:

1. Retiree must be **certified** in subject area or position
2. Must have an applicant pool of **fewer than three**

Additionally, employer must:

1. Certify shortage to BESE
2. Complete and submit Form 15CS to TRSL
3. Submit online enrollment



# Critical shortage (cont'd)

- Form 15CS (critical shortage certification) is required for every critical shortage position where a retiree is employed, along with an online enrollment.
- The certification process is an annual requirement.



## Retiree Return-to-Work Critical Shortage Certification (Form 15CS)

07-AJRC  
rev. 06/22

HOW TO SUBMIT:	DROP OFF or MAIL IN	EMAIL	FAX
	8401 United Plaza Blvd, Ste 300 Baton Rouge LA 70809	web.master@trsl.org	(225) 925-4779

A critical shortage is defined as any situation where there is a shortage of certified teachers in a certain subject area or a shortage of certified speech therapists, speech pathologists, audiologists, educational diagnosticians, school social workers, school counselors, school psychologists, interpreters, educational transliterators, or educators of the deaf or hard of hearing. La. R.S. 11:710 requires employers to certify their critical shortage to TRSL. Employers are required to maintain proof of certification requirements, advertisements, notices, and applicant information.

### Section 1 — Retiree information

Name: Last, first, MI, suffix (i.e., III, etc.) Social Security number (###-##-####)

### Section 2 — Critical shortage certification — Select only one (Online enrollment must be processed prior to submitting this certification.)

Employer name Employer ID number

☐ **Full-time or part-time positions as PreK-12 classroom teachers:**

- We certify that a shortage of certified teachers exists in the job title/subject area listed below.
- We certify that we posted with the career development office, or similar such entity, of every postsecondary education institution within a 120-mile radius of our governing authority at the beginning of each semester a general statement that we are soliciting applications for future employment of certified teachers.
- We certify that we are advertising monthly in the official journal of our governing authority that we are soliciting applications for future employment of certified teachers.
- We certify that we are prominently displaying a listing of positions that are unfilled or that are filled by reemployed retirees on the website of our governing authority and our website, if a separate website is maintained.
- We certify that there were no certified applicants who are not retirees, or there were fewer than three applicants for the position.
- We certify that we have complied with the certification requirement to the Board of Elementary and Secondary Education (BESE).

Job title / Subject area	Duration of employment - MUST INCLUDE END DATE (mm/dd/yyyy)	
	From	to
Superintendent name	Superintendent signature	Date (mm/dd/yyyy)
	►	
Personnel director name	Personnel director signature	Date (mm/dd/yyyy)
	►	

☐ **Full-time speech therapists, speech pathologists, audiologists, educational diagnosticians, school social workers, school counselors, school psychologists, interpreters, educational transliterators, or educators of the deaf or hard of hearing:**

- We certify that a shortage of professionals exists in the job title/subject area listed below.
- We certify that we posted with the career development office, or similar such entity, of every postsecondary education institution within a 120-mile radius of our governing authority at the beginning of each semester a general statement that we are soliciting applications for future employment of certified teachers.
- We certify that we are advertising monthly in the official journal of our governing authority that we are soliciting applications for future employment of certified teachers.
- We certify that we are prominently displaying a listing of positions that are unfilled or that are filled by reemployed retirees on the website of our governing authority and our website, if a separate website is maintained.
- We certify that there were no certified applicants who are not retirees, or there were fewer than three applicants for the position.
- We certify that we have complied with the certification requirement to the Board of Elementary and Secondary Education (BESE).

Job title / Subject area	Duration of employment - MUST INCLUDE END DATE (mm/dd/yyyy)	
	From	to
School board / Designee name	School board / Designee signature	
	►	
School board / Designee title	Date (mm/dd/yyyy)	

See Index 15.1 of the Employer Procedures Manual for detailed guidelines regarding retiree RTW provisions and requirements.

PO Box 94123 • Baton Rouge, LA 70804-9123 • 1-877-ASK-TRSL (1-877-275-8775) • [www.TRSL.org](http://www.TRSL.org) • [web.master@trsl.org](mailto:web.master@trsl.org)

# 2020 RTW Law (La. R.S. 11:710.1)

- Retired on or after July 1, 2020
- Those in the 2010 RTW Group who make an irrevocable decision to be in the 2020 RTW Group
  - *Form 15ELEC is required along with every 2020 RTW enrollment*

## 2020 RTW Group waiting period

**12  
months**

- Retirees in the 2020 RTW Group
- Eligible retirees who elect to convert to the 2010 RTW Group may be subject to a 36-month waiting period

*Note: based on the prior eligibility criteria, individuals who retired before July 1, 2020, and returned to work for the first time between July 1, 2020, and June 17, 2022, were placed into the 2020 RTW Group. Retirees who meet these criteria are eligible to convert out of the 2020 RTW Group in order to be covered by the provisions of La. R.S. 11:710.*

# 2020 RTW Law: Summary of provisions

RTW Option	Contributions Required	Earnings Limit	Benefit Status	Supplemental Benefit	Position Requirements
<b>RTW Option 1</b>	Yes, refundable upon terminating re-employment	25% of FAC (per fiscal year)	Benefit suspended or reduced <u>if</u> earnings limit exceeded <u>or</u> if within 12-month waiting period	N/A	Available to <u>all</u> part-time and full-time direct employment positions
<b>RTW Option 2</b>	Yes	None	Benefit suspended for duration of re-employment	Accrues supplemental benefit	Available to <u>all</u> full-time direct employment positions
<b>Employment by Contract or Corporate Contract</b>	No	None	Benefit suspended for duration of re-employment	N/A	Applies to <u>all</u> employment by contract or corporate contract

# 2022 RTW Law (La. R.S. 11:710.2)

\*Higher Ed Only\*

- Applies to adjunct professor positions in a nursing program where *a critical shortage exists*

## **Retiree eligibility:**

- Retired on/before June 30, 2020
- Have at least 30 years of service
- Be at least age 62

**To declare:** must list unfilled positions or positions filled by retirees on websites of:

1. Post-secondary institution
2. Institution's management board
3. Board of Regents

# 2022 RTW Law (La. R.S. 11:710.2)

Enter Enrollment Information Below	
System:	4 ▼
Employer ID:	
Enrollment Date (mm/dd/yyyy):	
Return-to-Work Provision:	Member will be enrolled under the return-to-work provisions of Act 549 in the Adjunct Professor Nursing Program.
Gender (update gender if needed):	Male ▼
Address:	
City:	
State:	
Zip Code:	
<p><input type="checkbox"/> I hereby certify that the retiree I am enrolling is being employed to fill a position for an adjunct professor as defined in R.S. 11:710(1) and is assigned the professional activities of instructing pupils in a nursing program at a public postsecondary education institution where a critical shortage exists. Adjunct as defined in R.S. 11:710(A)(1) means; any part-time faculty, including any instructor, assistant professor, associate professor, or professor, assigned the professional activities of instructing pupils or conducting research at a public institution of postsecondary education. Instruction may be provided in person or through an approved medium such as television, radio, computer, Internet, multimedia telephone, or correspondence and may be delivered inside or outside the classroom or in other teacher-student settings.</p> <p><input type="checkbox"/> I hereby certify that the retiree I am enrolling is DIRECTLY EMPLOYED as an ADJUNCT PROFESSOR in the NURSING PROGRAM and not employed via 1099 or by Corporate Contract.</p> <p><input type="checkbox"/> I hereby certify that the Institution's Postsecondary Education Management Board and the Board of Regents have received certification that a critical shortage in nursing instructors exists.</p> <p><input type="checkbox"/> I hereby certify that this Critical Shortage Nursing Instructor position being filled by the retiree is prominently displayed on the websites of the institution, the institution's management board, and the Board of Regents.</p>	

- No form required for new 2022 RTW Law.
- Certifications statements are included in the online enrollment process.

# **How to apply the laws**

# Determining retiree's group

**Determine date of retirement** (review retiree's status and date)

## Status Information

Sys	Seq	Status	Code	Date	DROP Record
4	0	<a href="#">ILSB RET</a>	(RG)	05/30/2018	<a href="#">DROP Summary</a>
4		RTW337 EL	(SH)		

- If date of retirement is before July 1, 2020
  - a. Has retiree **converted** to the 2020 RTW Group? or
  - b. Is retiree eligible to **convert** to the 2010 RTW Group?

**BEFORE:**  
2010 RTW  
Group

**July 1, 2020**

**ON OR  
AFTER:**  
2020 RTW  
Group

**Example:**  
converted  
to 2020

Employment History				
Empr ID	Emp Ind	Employer Name	RTW Type	Employment Dates
<a href="#">0032</a>	P	LIVINGSTON SC BD		01/08/2002 to 05/24/2017
<a href="#">0032</a>	R	LIVINGSTON SC BD	RTW-921SUSP	08/07/2019 to 03/16/2020
<a href="#">0032</a>	C	LIVINGSTON SC BD	RTW-FAC-EL (Position 010)	08/03/2020 to 99/99/9999

**Example:**  
eligible to  
convert to  
2010

Employment History				
Empr ID	Emp Ind	Employer Name	RTW Type	Employment Dates
<a href="#">0072</a>	S	UNIV. OF NO		02/19/2011 to 02/19/2011
<a href="#">0003</a>	P	ASCENSION SC BD		08/07/2003 to 05/22/2020
<a href="#">0003</a>	C	ASCENSION SC BD	RTW-FAC-EL (Position 001)	05/10/2022 to 99/99/9999

# Determining earnings limit

**2010 RTW Law** (if in an applicable position)

- Monthly benefit  $\times 12 \times 25\%$

**2020 RTW Law** (if directly employed)

- FAC (or pre-DROP avg comp)  $\times 12 \times 25\%$

## TRSL Regular Plan Information

Date of Service Accrual:	→ Before DROP Average Comp: \$4,836.26
Switch-Over Date:	After DROP Average Comp:
Social Security Eligibility Date:	Original Retirement Plan

## Benefit Payroll

→ Status:	DROP RET (RR)	12/01/2012
Retirement Date:		
Benefit Type:		
Retirement Option:		
Benefit Status:		
Final Average Comp:	→	4,836.26
After DROP Average Comp:		
Maximum Benefit:		
Original Benefit:		
Current Benefit:	→	4,565.86
Excess Benefit:		
New Adjusted PPL:		
Total Contributions:		
Monthly Annuity:		
Balance:		



# How to convert: 2010 → 2020

## Eligible retirees who wish to make this irrevocable election should

- Complete Form 15ELEC and submit it to the employing agency

## The employer should

- Complete employer portion of Form 15ELEC and forward a copy to TRSL
- Submit a termination for the 2010 RTW enrollment
- Submit a new enrollment under the applicable 2020 RTW provision in enrollment PORTAL B

**TRSL** Teachers' Retirement System of Louisiana  
**Return-to-Work (RTW) of TRSL Retiree – La. R.S. 11:710.1**  
**RTW 2020 Group (Form 15ELEC)** 07-15ELEC rev. 06/22

HOW TO SUBMIT:	DROP OFF or MAIL IN	EMAIL	FAX
	8401 United Plaza Blvd, Ste 300 Baton Rouge, LA 70809	web.master@trsl.org	(225) 925-4779

Retirees of the Teachers' Retirement System of Louisiana (TRSL) who return to work in a position eligible for TRSL membership are subject to one of the following two laws governing their return to work:

1. **2010 RTW LAW:** For retirees who retired before July 1, 2020. These retirees are subject to La. R.S. 11:710.
2. **2020 RTW LAW:** For retirees who retired on or after July 1, 2020, or retirees who have made an irrevocable election to be subject to the 2020 RTW Law. These retirees are subject to La. R.S. 11:710.1.

**HOW TO COMPLETE THIS FORM:** Print in ink or type all entries except signature. Please read this form carefully before signing. Employers should maintain this form in their records and MAIL or FAX a copy to TRSL.

Retirees subject to 2010 RTW LAW:	• If you are making an <b>irrevocable election</b> to be subject to the 2020 RTW Law: Complete Sections 2 through 5. Complete this form <b>ONLY</b> if you are making an irrevocable election to be subject to the 2020 RTW Law.
Retirees subject to 2020 RTW LAW:	• If you are subject to the 2020 RTW Law by virtue of when you first retired: Complete Sections 2, 4, and 5 upon reemployment to select one of the RTW options available under the 2020 RTW Law. • If you are subject to the 2020 RTW Law by making an <b>irrevocable election</b> : Complete Sections 2 through 5.

**Section 1 — Employment information (to be completed by employer)**

Agency name: \_\_\_\_\_ Agency ID: \_\_\_\_\_

Position title of RTW employee: \_\_\_\_\_ Retiree date (mm/dd/yyyy): \_\_\_\_\_

Employment status: ☐ Full time ☐ Part time Is retiree directly employed? ☐ Yes ☐ No

• If "Yes," retiree should complete all sections below based on the elections being made.  
• If "No," retiree should be enrolled under **710.1-CONTRACT-SUSP** in EMIS and should complete Section 2 and sign Section 5 of this form acknowledging that (1) retirees employed by contract or corporate contract are not eligible to select a RTW option below; and (2) that their benefit will be suspended for the duration of this employment. (See reverse side for additional information.)

**Section 2 — Retiree information**

Name (last, first, MI, suffix (Jr., III, etc.): \_\_\_\_\_ Social Security number (###-##-####): \_\_\_\_\_

Street address / PO box: \_\_\_\_\_ Date of birth (mm/dd/yyyy): \_\_\_\_\_

City, state, zip: \_\_\_\_\_ Daytime telephone (include area code): \_\_\_\_\_

**Section 3 — Members who retired before July 1, 2020**

TRSL retirees who retired before July 1, 2020, are covered by La. R.S. 11:710 (2010 RTW Law). However, a retiree falling under the 2010 RTW Law can make a **one-time irrevocable election** to instead be covered by La. R.S. 11:710.1 (2020 RTW Law). Retirees choosing to make this **irrevocable election** must sign the attestation below, then complete Sections 4 through 6.

I am a TRSL retiree who retired before July 1, 2020. I hereby make a **one-time irrevocable election** to be subject to La. R.S. 11:710.1 (2020 RTW Law), allowing me to choose RTW Option 1 or RTW Option 2 as listed on the following page. I acknowledge that I am making an **irrevocable election** in accordance with La. R.S. 11:710.1(B). I further acknowledge that this election will make me subject to La. R.S. 11:710.1, whereby I can avail myself of the RTW options listed on the following page. I understand that I can never avail myself of any provisions contained in La. R.S. 11:710 (2010 RTW Law), and forever waive all rights connected to my irrevocable decision. I hereby hold TRSL harmless for my decision to make this **one-time irrevocable election**, and I acknowledge that additional information relating to La. R.S. 11:710 and La. R.S. 11:710.1 is available to me on the following page.

Retiree's signature: \_\_\_\_\_ Date (mm/dd/yyyy): \_\_\_\_\_

► **Complete the remainder of the form on the next page, if necessary.**

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# How to convert: 2020 → 2010

## Eligible retirees who wish to make this election should

- Complete Form 15TR and submit it to the employing agency
- Complete Form 11RTW\* and submit to TRSL, if converting from RTW Option 2

## The employer should

- Complete employer portion of Form 15TR and forward a copy to TRSL
- Submit a termination for the 2020 RTW enrollment, if applicable
- Submit a new enrollment under the applicable 2010 RTW provision in enrollment PORTAL A

*\*required to resume retiree's regular monthly benefit*

**TRSL** TRSL of TRSL Retiree – La. R.S. 11:710.1 Special Transfer Group  
Election of 2010 Group Coverage (Form 15TR) 07-15TR  
rev. 07/22

HOW TO SUBMIT:	DROP OFF or MAIL IN	EMAIL	FAX
	8401 United Plaza Blvd, Ste 900 Baton Rouge LA 70809	web.master@trsl.org	(225) 925-4779

TRSL retirees who retired before July 1, 2020, but returned to work for the first time in a TRSL eligible position on or after July 1, 2020, but before June 17, 2022, are covered by La. R.S. 11:710.1(f) of the 2020 RTW Law. These retirees are within the Special Transfer Group and are permitted under La. R.S. 11:710.1(f) to make an election to be covered under La. R.S. 11:710 (the 2010 RTW Law). This form is to be used only by these individuals electing to be covered under the 2010 RTW Law.

Generally, TRSL retirees returning to work in TRSL eligible positions are subject to one of two RTW laws as follows:

1. **2010 RTW LAW:** For retirees who retired before July 1, 2020. These retirees are subject to La. R.S. 11:710.
2. **2020 RTW LAW:** For retirees who: 1) retired on or after July 1, 2020; 2) retired before July 1, 2020, returned to work for the first time on or before that date, and made an irrevocable election to be subject to the 2020 RTW Law; or 3) retired before July 1, 2020, but returned to work for the first time on or after July 1, 2020, but before June 17, 2022 (Special Transfer Group). These retirees are subject to La. R.S. 11:710.1

**HOW TO COMPLETE THIS FORM: Print in ink or type all entries except signature.** Please read this form carefully before signing. Employers should maintain this form in their records and MAIL or FAX a copy to TRSL.

**Section 1 — Employment information (to be completed by employer)**

Agency name \_\_\_\_\_ Agency ID \_\_\_\_\_

Position title of RTW employee \_\_\_\_\_ Termination date (mm/dd/yyyy) \_\_\_\_\_

**Section 2 — Retiree information**

Name (Last, first, MI, suffix (Jr., II, etc.)) \_\_\_\_\_ Social Security number (###-##-####) \_\_\_\_\_

Street address / PO box \_\_\_\_\_ Date of birth (mm/dd/yyyy) \_\_\_\_\_

City, state, zip \_\_\_\_\_ Daytime telephone (include area code) \_\_\_\_\_

**Section 3 — Members who retired before July 1, 2020**

TRSL retirees who retired before July 1, 2020, but returned to work for the first time on or after July 1, 2020, but before June 17, 2022, are covered by La. R.S. 11:710.1(f) of the 2020 RTW Law. These retirees are within the Special Transfer Group and are permitted under La. R.S. 11:710.1(f) to make an election to be covered under La. R.S. 11:710 (the 2010 RTW Law). Retirees choosing to make this election must sign the attestation below, and their employer must complete Section 4.

- I am a TRSL retiree who retired before July 1, 2020, but returned to work for the first time on or after July 1, 2020, but before June 17, 2022. Therefore, I am currently subject to La. R.S. 11:710.1 (the 2020 RTW Law), and every provision thereunder, which may apply to me.
- I hereby elect to be transferred from the 2020 RTW Law to the 2010 RTW Law.
- I understand that if I am currently accruing a supplemental benefit under RTW Option 2 of the 2020 RTW Law, this supplemental benefit will stop accruing as long as I am under the 2010 RTW Law.
- I understand that eligibility for any provisions of the 2010 RTW Law could be dependent on my job classification, my level of certification, or whether my employer has complied with the certification requirements under the 2010 RTW Law.
- I understand that certain RTW positions under the 2010 RTW Law are subject to earnings limitations that are less favorable than under the 2020 RTW Law, and that by making an election to transfer to the 2010 RTW Law, I may be subjecting myself to those limitations.
- I understand that TRSL is in no way responsible or liable for any adverse effects of my decision to be subject to the 2010 RTW Law.
- I hereby hold TRSL harmless for my decision to make this election, and I acknowledge that additional information relating to La. R.S. 11:710 and La. R.S. 11:710.1 is available to me on TRSL's website.
- I understand that after making my election to be subject to the 2010 RTW Law, I cannot choose to again be subject to the provisions of the 2020 RTW Law until July 1, 2027.
- I hereby certify that I have read this form (including all sections) and understand its contents.
- I further understand that I should contact a financial advisor if I have any questions regarding what option is best for me.

Retiree's signature \_\_\_\_\_ Date (mm/dd/yyyy) \_\_\_\_\_

**Section 4 — Agency certification (to be completed by employer)**

I certify that this retiree is employed in a TRSL-covered position and is eligible to make the elections contained herein.  
I further certify that this retiree will be enrolled in TRSL through EMIS by a representative of this agency.

Authorized signature \_\_\_\_\_ Date (mm/dd/yyyy) \_\_\_\_\_

Title \_\_\_\_\_

PO Box 94123 • Baton Rouge, LA 70804-9123 • 1-877-ASK-TRSL (1-877-275-8775) • www.trsl.org • web.master@trsl.org

# Pros and cons of switching groups

Converting from  
**2010** to **2020** Group

## **Irrevocable**

- ✓ Earnings limit option available to all directly employed positions
- ✓ Earnings limit typically higher when based on FAC
- ✓ Option 2 allows for additional service credit
- × Employment by contract results in suspension of benefit

Converting from  
**2020** to **2010** Group

## **Binding until 07/01/2027**

- ✓ No impact to benefit if employed in critical shortage, core subjects, or special leave provisions
- × If employed in capacity other than described above, could have earnings limit or suspension of benefit
- × 36-month waiting period may be applicable

**Questions?**

# We're here for you!

[www.TRS�.org](http://www.TRS�.org)  
[ASKTRS�.org](http://ASKTRS�.org)



## RTW resources

- **Employer Procedures Manual**
  - Index 15.0 (Overview)
  - Index 15.1 (La. R.S. 11:710 – 2010 RTW Law)
  - Index 15.2 (La. R.S. 11:710.1 – 2020 RTW Law)
  - Index 15.3 (La. R.S. 11:710.2 – 2022 RTW Law)
- **Return-to-Work liaison:** Jessica Trosclair
  - Phone: 225-925-3663
  - Toll-free: 1-877-275-8775
  - Email: [jessica.trosclair@trsl.org](mailto:jessica.trosclair@trsl.org)