



Employer *Bulletin*

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Law Change: Return to Work, Rehiring a Retiree

This *Employer Bulletin* provides information about a state law change that impacts Wisconsin Retirement System retirees who return to work for you. 2015 Wisconsin Act 187 was enacted in March 2016.

The old criteria for WRS annuitants deciding to return to work for a WRS-participating employer were:

- After meeting a valid termination, as defined in [Administrative Code ETF 10.08](#), the earliest day the retiree was able to return to WRS employment was the latest of the following dates. This is called the retiree's "break in service" requirement.
 1. The day after the annuity effective date.
 2. The 76th day after their termination from all WRS-participating employment.
 3. The 76th day after ETF's receipt of the annuity benefit application.

2015 Wisconsin Act 187 eliminated the 75-day break between ETF's receipt of the annuity benefit application and the date of the WRS annuitant's return to work.

The new criteria for WRS annuitants returning to work for a WRS-participating employer is as follows:

- The 76th day after termination from all WRS participating employment.

ETF has updated the [Online Network for Employers \(ONE\) 'Previous Service and Benefit Inquiry' application](#) to reflect this change. This application should be accessed with every hire of a WRS annuitant to ensure the 76-day break between the former termination date and the new hire date is met.

Note: Only WRS annuitants returning to:

1. their former employer in any capacity, or
 2. to a different WRS employer in a WRS-eligible position
- must meet the 75 day minimum break criterion.

All WRS annuitants returning to work for a WRS-participating employer **must** complete a [Rehired Annuitant Form \(ET-2319\)](#) immediately upon hire and submit the completed form to ETF. The form must be signed by both the employer and the employee.

The Department of Employee Trust Funds does not discriminate on the basis of disability in the provision of programs, services or employment. If you are speech or hearing impaired and need assistance, call the Wisconsin Relay Service toll-free at 7-1-1 or 1-800-947-3529 (English) 1-800-833-7813 (Español). If you are visually or cognitively impaired, call 1-877-533-5020 or 608-266-3285 (local Madison). We will try to find another way to get the information to you in a usable form.

This *Employer Bulletin* is published by the Wisconsin Department of Employee Trust Funds. Questions should be directed to contact persons listed in the *Bulletin*. Employer agents may copy this *Bulletin* for further distribution to other payroll offices, subunits or individuals who may need the information. Copies of the most recent *Employer Bulletins* are available at etf.wi.gov/employers.htm
