

Connecticut State University System
Policy related to Employment
Rehired Retirees

Background:

In a number of situations, rehired retirees are an available, highly qualified, and economical source of expertise and employees that further the mission of the Connecticut State University System and its member universities. The use of these retirees permits assignment of experienced and at times uniquely qualified individuals with proven abilities to meet immediate, temporary, and seasonal staffing needs.

Policy:

The following are the policy and guidelines of the Board of Trustees to be followed when considering hiring a rehired retiree into a vacant position.

1. Pursuant to the CSUS-AAUP Collective Bargaining Agreement, retired instructional faculty may be hired to teach individual courses or provide services typically assigned to faculty members within the universities. These individuals shall be paid the summer faculty rate per load credit that corresponds to the faculty rank they held when they retired. If there is a desire of a university to hire a retired faculty member at a rate higher than the summer rate, the department wishing to hire the faculty member must set forth a detailed justification for the hire and rate, the Dean of the applicable school must endorse the request, the university's chief academic officer must review and endorse the request, and the President must seek approval of the Chancellor or designee to offer a rate other than that included in Article 11.2 of the CSUS-AAUP Collective Bargaining Agreement. If the proposal is not endorsed at any level of this process, it is automatically denied. The Chancellor retains the ultimate authority to authorize a rate higher than that detailed above.
2. If the System or one of its universities wishes to hire a management, administrative support professional, clerical, maintenance, or protective services retiree it may do so for no more than 120 days in one year and for not more than two years. The rate of pay for the retiree shall be no more than the hourly rate received as of the date of retirement, without exception. Please note that if the retiree is hired into a bargaining unit position, his/her pay shall be no greater than the equivalent of the hourly rate at the time of retirement or the minimum of the rate for the position being hired to fulfill.
3. If the System or the university determines that it must hire said retiree for a contract after reaching the two-year limitation in paragraph 2 above, the requesting entity must submit to the Council on Employee Relations (CER) a detailed justification for such hire. This justification must include a description of the unique qualifications and experience the retiree possesses and why he/she is the only person qualified to fulfill the desired role at the university. CER shall make a recommendation to the Chancellor, who shall have the ultimate authority to authorize or deny the requested hire. If authorized by the Chancellor,

the rate of pay for the retiree shall be the hourly rate received as of the date of retirement, without exception. The two-year limitation applies to all current and formerly rehired retirees. Any rehired retiree, who has served two or more appointments, must proceed through the review process detailed herein.

4. In cases where the rehired retiree is either a former Chancellor or university president, the Chairman of the Board of Trustees is singularly responsible for authorizing or denying authorization to hire such individual.

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