

### **3354: 1-40-01.3 Re-employment Procedure**

- (A) The College has the sole discretion to determine whether re-employment is the best solution to sustain and advance the College's goals. There is no guarantee of future employment for any former Cuyahoga Community College employee.
- (B) The College may, at the discretion and approval of the College's President, hire or rehire a retired former Cuyahoga Community College employee to a full-time position who is determined to be essential to the College's ability to achieve its mission. If the hiring or rehiring of a retired former Cuyahoga Community College employee is essential to achieving the College's mission, the department chair/head must make the hire or rehire request to the College's VP of Human Resources. The VP of Human Resources shall review the request and send it along with his or her recommendation to the President. The President will make the final hiring decision. If the President does not concur with the decision, the retiree will not be offered employment.
- (C) Retirees seeking re-employment are solely responsible for ensuring that their employment at the College does not jeopardize any of their retirement or health care benefits.
- (D) Employees who voluntarily end their employment or who are involuntarily separated may be eligible to be rehired in accordance with Hiring policy 3354:1-40-01 and the Recruitment and selection procedure 3354:1-40-01.1, unless deemed ineligible for rehire upon separation by the department from which they terminated and/or the Office of Human Resources.
- (E) A full time assignment includes those employees who were hired into a full-time assignment or classified as part time but who worked more than 30 hours during the College defined measurement period and are considered full time for purposes of the Patient Protection and Affordable Care Act (PPACA).
- (F) A 26 week break in employment is required in order to be treated as a new employee for the purposes of PPACA. Retirees who do not have a 26 week break in employment will be offered a minimum, essential coverage medical plan with 100 percent of the cost charged to the employee.
- (G) The College President or the President's designee, is hereby authorized and directed to take all actions necessary and appropriate to implement this procedure.

Effective date: July 1, 2015

Procedure amplifies: 3354:1-40-01