Termination and Reemployment Rules



IMPORTANT!

You could lose retirement benefits if you return to work without understanding and following these rules.

Before receiving a benefit payment from MOSERS, IRS rules require a "bona fide termination" of your employment. For purposes of MOSERS Board Rules, a "bona fide termination" occurs when:

- · You have completely severed employment;
- You have not entered into a prearranged agreement (written or oral), prior to retirement, with the State of Missouri or any MOSERS-covered employer for subsequent employment on any basis (full-time, part-time, or other); and
- You are not subsequently employed with the State of Missouri or any MOSERScovered employer on any basis (full-time, part-time, or other) within 30 days after your employment with your prior employer has ended.

Please note that if you do not have a bona fide termination, your retirement will be null and void, meaning you will not receive your pension payments.

For more information, see the FAQs on Termination and Reemployment Rules at www.mosers.org. Go to **Retirees**, then **Working After Retirement**.

Retiree Return to Work Example RETIREMENT DATE November 1 **TERMINATION DATE** FIRST BENEFIT PAYMENT October 31 November 30 JANUARY **NOVEMBER DECEMBER OCTOBER** RETURN TO WORK December 1 **ACTIVE EMPLOYMENT** No prearrangement with employer Retiree may not work for the Retiree may be reemployed to return to work after retirement employer for at least 30 days1,2 by the employer³

¹ Employers may discuss reemployment with a retiree after termination but the retiree cannot be rehired prior to the expiration of the 30-day separation period.

² If reemployment occurs in a benefit-eligible position, retirement benefits will stop.

³ After a bona fide termination and 30-day separation, retiree may return to work in a non-benefit-eligible position and also continue to receive MOSERS retirement payments.