

Date: December 31, 2014
To: SEMA4 HR Users
From: Nancy Erickson, Enterprise Human Resources, MMB
Subject: Data Change / RHC (Rehire-Continued Employment) action/reason code

Effective January 1, 2015, a new action/reason code will be available in SEMA4: **Data Change / RHC** (Rehire-Continued Employment).

Please use Data Change / RHC when an employee is being rehired and qualifies under the Affordable Care Act/Employer Shared Responsibility for benefits with no waiting period. Use Data Change / RHC only in conjunction with a rehire, sequenced on top of the rehire row, with the same effective date as the rehire row.

To qualify for benefits with no waiting period, an employee must have been eligible for a full employer contribution to benefits upon separation or retirement, and one of the following must be true:

- The previous employment was in one of these control groups: Executive Branch (except MnSCU, the Perpich Center and Faribault Academies), Judicial Branch, or Legislative Branch; and the employee returned to employment in the *same* control group within **13 weeks** (91 calendar days) of separation or retirement.
- The previous employment was in one of these educational organizations: MnSCU, the Perpich Center, or Faribault Academies; and the employee returned to employment in the *same* educational organization (for example, a former MnSCU employee returned to MnSCU) within **26 weeks** (182 calendar days) of separation or retirement.

This coverage will be offered regardless of the actual benefit eligibility tied to the new position, and will remain in effect through the current stability period.

In the next few days, the Rehire-Continued Employment (RHC) check list will be added to SEMA4 Help. On the SEMA4 Help Contents page, click **Check Lists**. Select **Data Change**. Scroll down and select **Rehire-Continued Employment (RHC)**.

If you have questions, please contact your SEMA4 HR Specialist:

- Susan Johnson at 651/259-3765 or Susan.S.Johnson@state.mn.us
- Mary O'Connor at 651/259-3633 or Mary.OConnor@state.mn.us
- William Ziegler at 651/259-3761 or William.K.Ziegler@state.mn.us