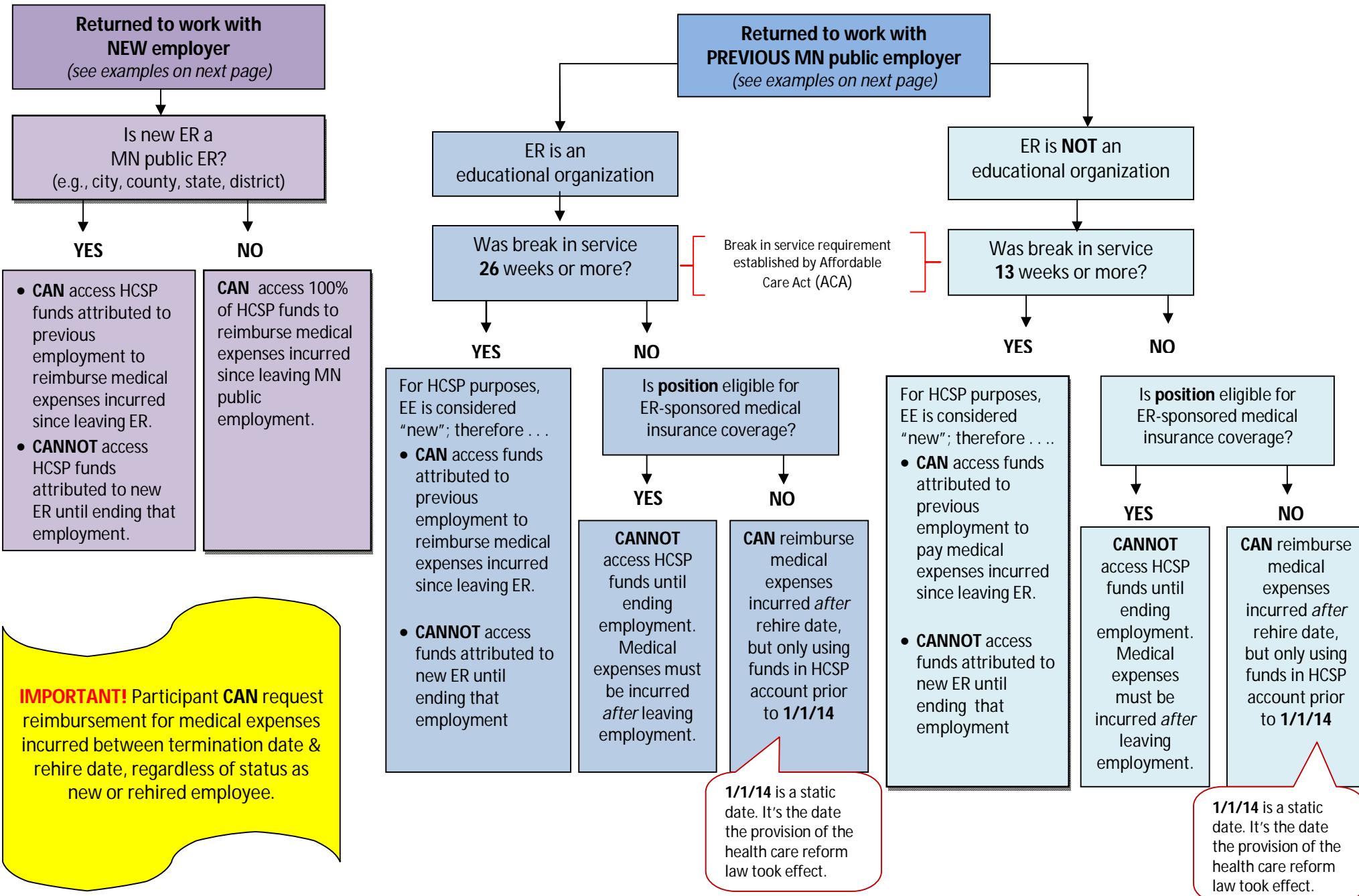


## Returning to Work: HCSP Reimbursement Eligibility

Use this decision tree determine if an employee is eligible to access their HCSP funds when they return to work.



## "NEW" Employer - Examples

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- Rehired by previous Minnesota public ER; break in service is at least **13 weeks** (if ER is NOT an educational organization) or **26 weeks** (if ER is an educational organization).
- Minnesota public ER, but employee has never worked for this ER (example: change from city to county government).
- Minnesota public ER, but employee returned to work as a contractor.
- Employer is not a Minnesota public ER, for example:
  - Private industry
  - Federal government
  - Public ER in another state.

## "PREVIOUS" Employer - Examples

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- Rehired by previous Minnesota public ER; break in service is **less than 13 weeks** (if ER is NOT an educational organization) or **less than 26 weeks** (if ER is an education organization)
- Return to work under a State of Minnesota's PRO Agreement or PERA's Phased Retirement Option.
- Rehired by EE's former school district as substitute teacher.
- State of Minnesota EE who returns to work with another state agency (example: changing from DOT to DEED).
- MNSCU EE who returns to work, at same or different campus (example: changing from Mankato to St Cloud).
- Same public ER but return to work in different job resulting in change in bargaining unit affiliation or retirement plan coverage (e.g., change from TRA to PERA).

**IMPORTANT!** Number of hours or days worked has no impact on the status as a previous employer.