

Retiree Engagement Options

	Rehired Retiree	Retiree Affiliate
Appointment Scope	<p>Re-employed retired science or non-science employee to do paid work at the Laboratory</p> <p>RPM: Retired Employees, Re-employing</p> <p>UC Regents Policy 7706: Reemployment of UC Retired Employees Into Senior Management Group and Staff Positions</p>	<p>Berkeley Lab retired science or engineer. Voluntarily donating time and expertise in their field of research on a limited and ad hoc basis. Services are donated and the individual receives no compensation or benefits. They are an exception to the requirement for affiliate to have a sponsoring institution.</p> <p>Processed in HR system as an affiliate.</p>
Roles, Accountabilities	<ul style="list-style-type: none"> • Transition plan/knowledge to new leader/manager/researcher, which may include assigned work on projects • Advise on grant proposal development • Performing work that significantly and directly benefits the Division/Laboratory programs and mission.. • Formal mentoring • Must have current/approved Rehired Retiree Form • Performing work similar to their pre-retirement position or filling a role during a recruitment effort <p>Must NOT be:</p> <ul style="list-style-type: none"> • Decision maker (of a management, policy, or programmatic nature) • Lead PI • Supervisor • Listed as support on grant (after transition plan/after 24 months) • On Laboratory or Division management advisory councils 	<ul style="list-style-type: none"> • Voluntarily donate time and expertise • Informal mentorship • Ad hoc intellectual engagement <p>Roles:</p> <ul style="list-style-type: none"> • Request must be approved by Division Director • Retiree Affiliate must sign agreement <p>Must NOT be:</p> <ul style="list-style-type: none"> • Currently employed at the Laboratory. • Retired from a non-S&E position • Used to supplant regular staff employees • Performing services of a full time scope and nature with fixed hours • A required participant to meet program objectives. • A supervisor of staff (including students and postdoctoral employees), a PI, or a host for other affiliates • Committing Berkeley Lab funds
Length of Appointment	<p>Up to 12 months, with protocol to submit exception for an additional 12 months</p> <p>Effort is up to 43%</p>	<p>Initial appointment up to one year. Renewed annually to ensure circumstances have not changed.</p>
Access to Laboratory Resources	<p>At Division discretion:</p> <ul style="list-style-type: none"> • LBNL email address • Office/desk space • Desk phone • Computer • Access to printer/copier/supplies 	<p>At Division discretion to assign:</p> <ul style="list-style-type: none"> • LBNL email address • Office/desk space • Desk phone • Computer • Access to printer/copier/supplies

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	<ul style="list-style-type: none">• Journal database access• LBNL affiliate badge for access• LBNL assumes liability insurance• Parking (Note: may change with LBNL new parking policy)	<ul style="list-style-type: none">• Journal database access• Badge for access to Laboratory/ride LBNL bus to Laboratory• Parking (Note: may change with LBNL new parking policy) <p>NOTE: If issued property must be taken offsite due to Lab business needs, DD approval must be obtained. Affiliates cannot be property custodians, the affiliate host will need to be the custodian. Divisions are accountable for property provided for affiliate use.</p>
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