

TO: Part-time Non-Benefitted Employees

FROM: Human Resources Office

SUBJECT: Mandatory Massachusetts Alternative Retirement Plan (OBRA) Waiver Form

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As a part-time, non-benefitted employee of Bristol Community College, you are required to participate in the Commonwealth of Massachusetts alternative retirement plan (OBRA), through mandatory payroll deductions. The Plan is an alternative to Social Security coverage.

Please read the OBRA Participation Agreement, complete the form, and return it to the Human Resources Office. Deductions will be taken out with or without this form. If the form is not returned to us, Empower Retirement will not be able to set up an account for your deposited deductions or earned interest.

The following employees are **exempt**, and therefore are not required to contribute to OBRA:

- An active full-time or part-time, benefitted employee enrolled in the Massachusetts State Retirement System or Optional Retirement Program;
- A retiree of the Massachusetts State Retirement System or Optional Retirement Program;
- A work-study student enrolled in a minimum of six credits at Bristol Community College.
- A student employee (non-work study) enrolled in a minimum of twelve credits at Bristol Community College.

If you fall within one of the above categories, please complete this waiver form and return it to Human Resources in D-209A to avoid OBRA deductions being taken from your paycheck. **If you have any questions, please contact us at (774) 357-3142.**

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Name: \_\_\_\_\_ Social Security #: \_\_\_\_\_  
*Print First/Last Name* *Last 4 only*

I am a benefitted Massachusetts state employee at \_\_\_\_\_  
*State Organization*

I am a retired Massachusetts state employee from \_\_\_\_\_  
*State Organization*

I am a work-study OR student employee AND a full-time student\*\* \_\_\_\_\_  
*Number of Credits*

*\*\*By signing this form, you acknowledge that you are exempt from OBRA payroll deduction while you remain in a full-time student status. You also agree to notify Human Resources if you drop below 12 credits at any point during your employment at Bristol Community College, at which point you would become subject to the payroll deduction.*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date