

As required by the Social Security Administration, a new federal law (Section 419(c) of Public Law 108-203 of the Social Security Protection Act of 2004) has been issued for all government employees who begin work on or after January 1, 2005. This new law requires government employers to notify potential employees of the possible effects their government pensions may have on their social security benefits.

Government employers must provide all potential employees with a copy of either [Form SSA-1945](#) (Classified) or [TRSL Form 2SS](#) (Faculty, Staff), based upon the type of position that is being filled. Both forms are available by clicking on the links above. This form should be completed simultaneously with the Criminal Background Check Authorization Form.

Supervisors filling positions **MUST** print the appropriate form for all potential employees during the final stages of the selection process. In accordance with the provision of the Social Security Protection Act of 2004, potential employees are required to review, sign, and date the appropriate form prior to a formal offer of employment being made. **Only** the signed form for the selected applicant must be attached to the R-2. Supervisors must make it clear to applicants that the signing of this form **DOES NOT** constitute an offer of employment.

Should you have any questions, please contact Erin Knobloch (2527 or [erin.knobloch@nicholls.edu](mailto:erin.knobloch@nicholls.edu)) or Ken Cortez (4039 or [ken.cortez@nicholls.edu](mailto:ken.cortez@nicholls.edu)).