

We work better, when we work together...

May 2017 - Workplace Possibilities Program

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We are planning to issue an email to all active employees using the wording you see below. This email to you is just a courtesy "heads up" in case any employee asks you about the program.

As part of the long-term disability (LTD) contract between MPERS and The Standard Insurance Company (The Standard), The Standard offers the Workplace Possibilities Program. This program is designed to assist employees who may be having difficulty performing job duties due to medical conditions by offering consultations that may lead to providing accommodations or services to promote a healthier work place. The key objectives of the program are to:

- **Remove barriers to employees' comfort, safety and ability to perform their job effectively;**
- **Assess work areas and implement accommodations to ensure employees perform their jobs productively and safely;**
- **Assist employees in resuming job duties after a disability; and**
- **Promote open communication among all parties, including the employee, supervisor, human resources, medical providers and others.**

The Standard provides these services as a benefit in the LTD policy, called the Reasonable Accommodation Expense benefit. This allows The Standard to use the services of a local consultant with expertise in ergonomics, case management (either medical or vocational), to evaluate and help overcome the barriers caused by the employee's medical limitations. The provision also allows The Standard to provide any adaptive equipment suggested by the consultant after an on-site visit, and approved by you, the employer.

The goal is a swift completion of the evaluation, planning, and implementation of appropriate accommodations in accordance with the treating physician's outline of the employee's limitations and restrictions. Examples could include ergonomic evaluation for specialized seating, sit/stand work station (for those who need to change positions frequently throughout the work day), lifting devices, specialized shoes, etc.

Since The Standard is providing this as a benefit in the policy with the goal of preventing a claim, medical information is needed to support that the employee has a condition, is being treated by an MD or DO, and has limitations that affect job duties.

Please read some examples of how employees have benefited from this program at <http://workplacepossibilities.com>.

If you have any additional questions about the program or would like to discuss a possible referral please contact Jessica Kuehne, Workplace Possibilities Coordinator for MPERS and she can assist you. Jessica's contact information is: Jessica.kuehne-tilton@standard.com or (971) 321-3849.