



The HR Connection

We work better, when we work together....

November 2014

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Workplace Possibilities Program

The Standard, MPERS' long-term and work-related disability insurer, provides a unique, proactive approach to helping keep members at work and productive. Standard offers the Workplace Possibilities program to assist employees who may be affected by an illness or medical condition by offering consultations that may lead to providing accommodations or services to promote a healthier workplace. 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.

Standard understands workplace pressures from both the employee and the employer point of view. And they know that the line between work and the rest of an employee's life can be a fine one. That's why Standard focuses on programs that help employers keep their employees both healthy and happy. The goal is to reduce incidents and their duration, and to help employees continue to contribute to their organization in a meaningful way.

Standard's Workplace Possibilities program features a local Workplace Possibilities Consultant who works with the employer and the member. Standard's consultant takes an on-site comprehensive view of the workplace, assisting the employer in identifying potential ergonomic risks and making modifications that remove barriers to productivity.

For more information, view the informational brochure below and check out the blog.

Website: <http://workplacepossibilities.com/>

Informational Brochure: http://workplacepossibilities.com/wp-content/uploads/Reworking-Return-to-Work.pdf?utm_source=resources&utm_medium=download&utm_campaign=R-T-W-DL

Blog: <http://workplacepossibilities.com/blog/>

Confidentiality of Records

MPERS is tasked with protecting the personal information of our members and payees. The Board Rule describes what information we can release and the procedure for making the request. We have a written request on file, signed by Dave Nichols and Colonel Replogle, for the reports and documents we currently provide to MoDOT and Patrol on a regular basis. Any other requests for information going forward, regardless of how similar they are to current distributions, must be submitted by the Director of MoDOT or the Superintendent of the Highway Patrol.

Board Rule 1-3: Confidentiality of Records

(1) Upon receiving a written request that states the name, address, and telephone number of the person making the request, MPERS will provide the following information with regard to retirement or disability benefits administered and distributed by MPERS: name, department, benefit amount, and length of service of any benefit recipient who is eligible to receive retirement or disability benefits or benefit recipient receiving survivor or period certain annuity benefits.

(2) All other individually identifiable records of benefit recipients shall be kept confidential unless:

- (a) The benefit recipient consents in writing to the release of the information;
- (b) The information is requested by the benefit recipient's legal representative;
- (c) The information is requested pursuant to a subpoena or other legal process as provided by law including, but not limited to Sections 104.312 or 104.1051; or,
- (d) The information is requested in writing by a state agency in connection with personnel management or the administration of state benefit programs and the director or superintendent of the state agency agrees in writing to use the information only for the requested purpose and to otherwise keep the information confidential.

(3) MPERS will send a copy of the written request and MPERS' response to the benefit recipient after providing the information, unless the request seeks general information about a large group of benefit recipients.

November Pay Date

Due to offices being closed on Friday, November 28th, the official pay date for the November retirement payroll will be Wednesday, November 26th.

Please let us know of anyone that needs to be added to/removed from this distribution listing. If you have topics you would like for us to address, please send them to us and we will do our best to incorporate them in future connections. As always, please feel free to contact us with any questions or concerns you may have!