



IAMVS Helps Employees When They Need It Most

When should I contact IAMVS?

- When an employee has a disability, and/or medical restrictions that impact their job.
- If the employee is in need of Family and Medical Leave for themselves or a family member.

What services do we provide?

- **Leave and Disability Benefit Coordination** – when an employee has a certified medical condition that may result in time off of work, members of the IAMVS staff will assist with the coordination of leave and disability benefits through the appropriate resources which include:
 - **Family and Medical Leave (FML)** – job-protected leave available to eligible faculty and staff for the care of yourself or a family member. FML provides up to 12 workweeks (480 hours) of paid or unpaid leave during a 12-month period for a qualifying event
 - **Short-Term Disability (STD)** – Employee elected/paid benefit available to eligible university faculty and staff that provides income replacement beginning after a 30-day elimination period when someone is unable to work due to injury or illness
 - **Long-Term Disability (LTD)** – University provided/paid benefit available to all eligible faculty and staff that provides income replacement after a 90-day elimination period when someone is unable to work due to injury or illness
 - **Workers Compensation** – Coverage for medical expenses and income replacement, when applicable, due to a work-related injury or illness
 - **OPERS / STRS Disability Retirement** – Long term disability benefit that provides income replacement and healthcare benefits to OPERS/STRS members that meet eligibility criteria (at least 5 years of contributing service credit and disability duration of at least one year). *Can provide referral to benefits consultant for other retirement options*
- **Remain at Work / Return to Work Services** – when an employee is currently working or is returning from medical leave and has medical documentation listing restrictions that impact his/her ability to perform their job
 - Provide personal consultation to assess and evaluate possible accommodations to assist an employee to remain productive at work while recovering from a medical condition
 - Coordinate with physician and department to develop realistic goals and expectations regarding return to work
 - Develop a **transitional work** plan to ensure a safe return to work and to document restrictions, necessary accommodations, and temporary job duties
 - Maintain regular contact with employee and department to troubleshoot issues and monitor progress back to full duty

- The **Onsite Physical Therapist** may provide onsite job specific therapy, job analysis, and functional capacity evaluation (FCE) to help ensure a successful transition to full duty.
- The **Vocational Rehabilitation Specialist (VRS)** may assist in identifying temporary transitional work placements according to the employee's transferrable skills, restrictions, and departmental needs. The VRS can also provide job search assistance as well as vocational evaluations to employees on permanent restrictions.
- **Permanent Restriction/Reasonable Accommodation Process – when an employee submits medical restrictions that are indefinite in length, ongoing, or are expected to remain in effect for 6 months or longer and the employee requests a long-term accommodation**
 - The Disability Program Manager (DPM) will engage in an interactive process with the employee, department manager, and HR representative to evaluate if providing a permanent accommodation is reasonable in accordance with the Americans with Disabilities (ADA).
 - If a reasonable accommodation is identified, the DPM will develop a written accommodation plan to document the resulting adjustment in duties, schedule, policy or procedure.
 - The DPM will work in collaboration with the ADA Coordinator to ensure compliance with the ADA.
 - If it is determined that permanent accommodation is not reasonable, the DPM will counsel the employee on alternative benefits, including OPERS/STRS disability retirement benefits and job search assistance.

Additional information: <https://hr.osu.edu/services/disability-benefits-leave-services/>

Should you need assistance with any of these services please contact the Integrated Absence Management & Vocational Services office:

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Disability Program Manager

1590 N. High Street, Suite 440, Columbus, Ohio 43201

614-688-1698 (direct)

614-292-0271 (fax)

hr-integrateddisability@osu.edu

for Family and Medical Leave

614-292-3439 (option 3)

614-292-8844 (fax)

hr-leaveadministrator@osu.edu

for Accident Reports

614-688-8120 (fax)

accidentreport@osu.edu