



Integrated Disability Covers You When You Need It Most



Office of **HUMAN RESOURCES** **T · H · E OHIO STATE UNIVERSITY**

What is Integrated Disability?

The Integrated Disability staff coordinates benefits for employees who have had occupational (work-related) and non-occupational injuries and illnesses.

Professionals provide consultation regarding:

- Short-Term Disability
- Long-Term Disability
- Workers' Compensation
- Remain at Work Services
- Physical Therapy Services
- Job Development Services
- OPERS/STRS Disability Retirement
- Unemployment Compensation

OUR MISSION:

Integrated Disability supports The Ohio State University by maintaining and improving the productivity and quality of life of our employees with occupational and non-occupational injuries and illnesses through effective Disability Case Management and Risk Management. As a leading employer, Ohio State leads other public and private entities in offering transitional work as a benefit to employees.

Integrated Disability Services

- Provide one-on-one consultation in order to evaluate accommodation possibilities that may allow an employee to remain productive at work.
- Assist with applications for disability benefits including Workers' Compensation, Long-Term and Short-Term Disability plans, the Ohio Public Employees Retirement System (OPERS), and the State Teachers Retirement System (STRS).
- Coordinate with physician and department to develop return-to-work and remain-at-work goals and expectations. This may include the identification of temporary transitional work placements based on the employee's skills, restrictions, and departmental needs.
- Provide referral to university and community resources, including the [Americans with Disabilities Act \(ADA\) office](#), the [EAP/YP4H](#) services, and the [OSU Health Plan](#).
- Support of the employee's transition to full duty can be provided by a licensed physical therapist with services including **onsite physical therapy**, job analyses, and functional capacity evaluations. Treatment can be provided at the employee's worksite, eliminating the need for travel. The physical therapist can also provide ergonomic assessments and ensure that the work station, tools, and equipment fit the employee's needs.
- Provide **job search assistance** and vocational evaluations to employees whose permanent medical restrictions present a barrier to returning to their original occupation.



**Working
with you
in times
of need**

What is the Long-Term Disability (LTD) benefit?

- LTD coverage provides income replacement after 90 calendar days for an extended injury or illness.
- You have only one year from your date of injury to file an LTD claim.
- Faculty and staff who have a qualifying appointment of at least 50% FTE are eligible for this benefit at no cost.
- Accumulated sick leave balance must be exhausted before LTD benefits begin.
- Your approved taxable benefit is 60% of your gross monthly salary, up to \$5,000.
- Contact Integrated Disability at (614) 292-3439 to start the claims application process.

What is the Short-Term Disability (STD) benefit?

- STD coverage, if elected and with an approved claim, provides income replacement after 30 calendar days and up to 90 calendar days.
- Your approved non-taxable benefit is 60% of your gross monthly salary, up to \$5,000.
- Contact Unum at 1-866-245-3013 one month in advance to start your claim application if you are

expecting to be off work for more than 30 calendar days. **Note:** You must be currently enrolled in STD to utilize this benefit. Contact Integrated Disability at (614) 292-3439 if you are unsure if you elected this benefit.

What should I do if I am sick or have a medical condition that requires me to miss work?

- Report the absence to your supervisor or manager.
- Complete and submit an [Application for Leave](#) to your supervisor and follow your normal departmental leave policies. Medical documentation may be required.
- Contact Integrated Disability if you are estimated to be off work for more than 30 days due to illness (beyond normal colds, flu, etc.). You may be eligible to apply for a disability benefit.

What should I do if I am injured while at work?

- Report the injury to your supervisor or manager.
- Seek treatment at:
 - OSU Employee Health, (614) 293-8146, 7:30 a.m.–4 p.m.

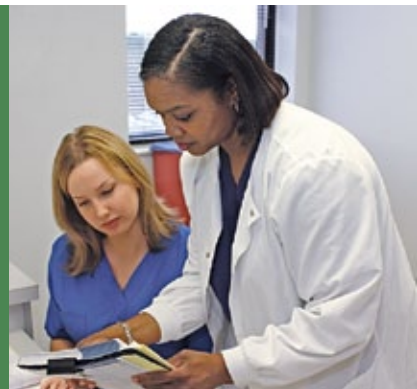
- OSU Occupational Medicine West, (614) 293-3500, walk-ins welcome, 8 a.m.–5 p.m.
- OSU Occupational Medicine CarePoint East, (614) 688-6492, walk-ins welcome, 8 a.m.–5 p.m.
- Urgent Care or, if life threatening, go to the Wexner Medical Center Emergency Room after normal business hours or on weekends
- Regional campus employees should seek treatment at a local health provider.
- Complete an [Employee Accident Report](#).
- Notify your supervisor if you are going to be off work; submit an [Application for Leave](#), including proper medical documentation to your supervisor; and follow your departmental leave policies.
- Contact Integrated Disability for assistance with your Workers' Compensation claim.
- Notify your treating physician (must be Bureau of Workers' Compensation certified) that CareWorks is your Managed Care Organization.

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EMERGENCY

Learn more at
[hr.osu.edu/
benefits/
disability
benefits](http://hr.osu.edu/benefits/disability/benefits)





What is the Transitional Work Policy 2.45?

- Under the transitional work policy, the university allows employees with temporary restrictions to continue to work throughout their recovery as they rehabilitate to their full capacity. Transitional work plans may include part-time work hours, reduced physical demands, or modified job tasks. A disability program manager will maintain regular contact with the department and the employee to monitor progression and ensure a safe return to work.

Unemployment Compensation

When can I apply for benefits?

- You should apply as soon as you become unemployed. Usually individuals file during the first calendar week after losing a job. Weekly benefits are not paid retroactively (the sooner you file, the sooner you may be eligible for benefits).

How do I file an application?

- You may register by telephone with Ohio Job and Family Services by calling 1-877-OHIO-JOB (1-877-644-6562) or visiting unemployment.ohio.gov.



Office of Human Resources Integrated Disability
hr.osu.edu/benefits/disabilitybenefits

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Published by:
The Ohio State University
Office of Human Resources
Integrated Disability and Unemployment
1590 N. High St., Suite 300
Columbus, OH 43201-2190