

The Standard's Workplace Possibilities Program

Employees are one of our most valued assets—they are vital to the success of our organization. Because of this, it is crucial that they be given the resources they need to perform their jobs with the utmost possible health, productivity and comfort. To achieve this goal, MOSERS has partnered with our disability insurer, The Standard, to provide assistance to members¹ who have a medical condition that could lead to a disability. This service is called the Workplace Possibilities Program.

The program provides a Workplace Possibilities Program Coordinator who determines if members meet the criteria for eligibility, i.e. they are being treated for a medical condition that limits their ability to perform essential job functions. The Coordinator will then ask a Workplace Possibilities Consultant, a professional case manager, to offer direct services to help employees who may be in pain, taking sick leave or having difficulties at work that could be related to a disability. The key objectives of the program are to:

- Remove barriers to employees' comfort, safety and ability to perform job effectively;
- Assess work stations and implement accommodations to ensure employees can perform their jobs productively and safely;
- Promote open communication to ensure a focus on work ability among all parties, including the employee, supervisor, human resources, medical providers and others.

While we encourage the employee's participation, this service is completely voluntary. The employee is responsible for providing medical documentation required by the program. The Coordinator and Consultant will be able to obtain clarification regarding medical information if the member has signed an Authorization to Obtain and Release Information. The Coordinator and Consultant will not share confidential information with the supervisor or other staff, e.g. details related to a medical diagnosis or treatment. They will only share information about work capacity, accommodations and return to work dates.

1 A member means the employee has LTD insurance with The Standard, and the policy includes the Reasonable Accommodation Expense provision.

MOSERS' Workplace Possibilities Coordinator

I am Jessica Kuehne, Workplace Possibilities Coordinator. I joined The Standard in 2014 as a Vocational Case Manager. Prior to joining The Standard I have worked in a variety of rehabilitation sectors. I have a strong background in working with individuals with vision loss. I obtained my Certified Rehabilitation Counselor credential in 2006 and have a certification in Office Ergonomics.

My role is to coordinate services to employees of the State of Missouri who are eligible for the Workplace Possibilities program. These services are geared to help employees remain at work if a medical condition limits their ability to perform essential job tasks. Please feel free to contact me at any time to discuss in more detail your specific needs. My contact information is:

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