

Cov Kev Pab Rau Xiam Oob Khab (Disability) & So Rau Kev Muaj Mob Ib Qho Qhia Rau Cov Neeg Ua Num

Daim ntawv no yog daim ntawv qhia txog kev pab yog koj muaj kev nyuaj ntawm haujlwm txheeb rau kev xiam oob khab los muaj mob loj. Piv txwv, tej zaum koj muaj:

- muaj mob loj heev thiab yuav tau so ntev (kho)
- rov qab tuaj ua num tiam sis ua tsis taus num qub tom qab raug mob los mob zoo rov tuaj
- muaj xiam oob khab uas txwv koj ua koj txoj haujlwm tsis tau li qub

Daim ntawv no qhia txog kev ua raws thiab cov kev muaj pab. Peb cia siab tias nws yuav pab koj to taub cov kev muaj rau koj xaiv, kawm seb yuav muab tau ntaub ntawv ntxiv li cas, thiab yuav nrog leej twg tham yog xav tau kev pab.

Cov Xyuas Kev Pab Rau Xiam Oob Khab {Divisional Disability Representatives (DDRs)}

Koj tus *dean/director* tau xaiv tus neeg Sawv Cev Pab Rau Xiam Oob Khab kom muaj kev pab kom koj ua tau num thiab/los thaum rov tuaj ua haujlwm. Cov *DDR* tau kawm tas txog kev ua raws pab neeg muaj kev xiam oob khab thiab tau cai muab tau, txais thiab khaws cov ntaub ntawv txog kev muaj mob tsis pub leej twg paub ntawm ceg ua num. Koj hu tau rau koj tus *DDR* tham tsis pub leej twg paub yog koj muaj kev nyuaj ua tsis tau num vim muaj kev xiam oob khab los muaj mob loj, los yuav tau mus so vim muaj mob.

Rau nrhiav koj tus *DDR*, thov mus saib <http://www.oed.wisc.edu/divisional-disability-representatives.htm>

Thaj Chaw Kawm Ntawv: Tus Xyua Kev Pab Rau Xiam Oob Khab/Kev Ua Num

Tus saib kev xiam oob khab/kev ua num yog ib qho kev pab rau cov neeg tso npe ua num, neeg ua num, thawjtswj, thawjsaib, *DDR*, thiab lwm tus muaj lus nug txog, los xav tau kev pab txog, kev ua num rau cov neeg xiam oob khab. Koj tham tau nrog tus xyuas kev pab rau neeg xiam oob khab/ua num tsis pub leej twg paub txog kom muaj kev pab thiaj ua tau num los thov mus so vim muaj mob.

Rau nrog tus saib kev pab rau xiam oob khab/ua num tham, hauv *Office for Equity & Diversity* thov hu 263-2407 los WTRS 7-1-1 los xa *email* rau disability.coordinator.employment@mailplus.wisc.edu

Kev Pab Kom Ua Tau Haujlwm

Ib qho kev pab kom ua tau num yog tej yam pauv los hloov rau txoj haujlwm, thaj chaw ua num, los kev ua txoj num kom cov neeg muaj kev xiam oob khab muaj peev xwm ua tau txoj num tso tau npe rau, ua tau cov haujlwm, thiab tau kev pab thiab nyiam txoj haujlwm xws li cov tsis muaj kev xiam oob khab, uas tsis muaj kev puas nyuaj ntawm qhov chaw ua num los tsis muaj puas kev noj qab haus huv los nyab xeeb.

Rau thov kom muaj kev pab thiaj ua tau num, koj yuav tau hu koj tus *DDR* (saum no).

Rau kev nug ntxiv, los muab daim ntawv *Disability Accommodation Request Form*, thov mus saib hauv <http://www.oed.wisc.edu/employee-disability-accommodation.htm>

FMLA/WFMLA (Kev so vim tsev neeg los tus kheej muaj mob)

Nom tswv Asmeslikas tus cai *Family & Medical Leave Act (FMLA)* thiab Wisconsin tus cai *Family & Medical Leave Act (WFMLA)* yog muaj kev pub neeg ua num so tsis pub poob txoj haujlwm vim tsev neeg thiab/los tus neeg ua haujlwm muaj mob.

FMLA/WFMLA pub koj so tsis them nyiaj, tabsis koj siv tau cov caij so rau kev muaj mob los lwm yam caij so uas koj tshuav rau lub caij koj siv qhov *FMLA/WFMLA*.

Yog koj muaj neeg los muaj mob yuav thov so, thov hu koj tus *DDR* saib koj puas yuav tau qhov kev pab no, seb qhov teeb meem mob puas nyob rau hauv *FMLA/WFMLA*, thiab muab daim ntawv yog yuav tau teev. Cov ntawv *FMLA* yuav tau teev muaj nyob hauv <http://www.ohr.wisc.edu/forms/>



Nyiaj Them Raug Mob Ntawm Haujlwm (*Worker's Compensation*)

Nyiaj them raug mob ntawm haujlwm yog ib qho “tsis yog yus txhaum” kev ua tsis taus haujlwm los xiam oob khab thaum tus neeg ua num raug mob los mob ntawm haujlwm.

Yog koj raug mob los kis kab mob nyob ntawm haujlwm, thov qhia rau koj tus thawjsaib sai li sai tau. Qhov no yog ib qho tseeb txawm tias koj qhov raug mob los mob me me xwb thiab tsis tau mus ntsib kws kho mob. Rau kev pib ua ntaub ntawv rau nyiaj raug mob, thov teev daim ntawv *Employee's Work Injury & Illness Report* thiab xa rau koj tus thawjsaib.

Rau kev nug ntxiv, los muab daim ntawv *Employee's Work Injury & Illness Report form*, thov mus saib hauv www.bussvc.wisc.edu/risk_mgt/wc/workerscompensation.html

Caij Pub Rau Kev Muaj Mob Loj/Nyhav (*Catastrophic Leave*)

Caij pub rau muaj mob loj ua kom ib tub neeg tau nyiaj them thiab lwm yam kev pab thaum nws muaj mob loj thiab siv nws cov caij so/mob tag lawm. Qhov no pub cov neeg ua num rau hauv tsev kawm ntawv muab lawv cov caij so mus ua si, caij so rau tus kheej, los *banked leave* (tsis yog caij rau muaj mob los caij ua tshaj xuab moos) rau cov neeg ua haujlwm hauv UW-Madison los lwm lub tsev kawm ntawv UW uas muaj mob loj tsis tshuav caij so.

Rau kev qhia ntxiv, thov mus saib hauv www.ohr.wisc.edu/benefits/leave/catastrophic.aspx

Paj kas phais Pov Hwm Kev Muaj Mob/Ua Tsis Tau Haujlwm (*ICI*)

Paj kas phais pov hwm kev muaj mob los ua tsis tau haujlwm them 75 feem puas ntawm cov nyiaj ua num tau txhua hli thaum koj ua tsis taus haujlwm los xiam oob khab. Nyiaj them tom qab caij xaiv tos (tsawg kawg 30 hnuv) loss iv cov *sick leave* (txog 130 hnuv), seb qhov twg ntev dua. Nws muaj ob theem them: *Standard ICI* them (75 feem pua) txog \$64,000; *Supplemental ICI* them (75 feem pua) ntawm \$64,001 mus txog \$120,000.

Rau kev qhia ntxiv, thov nug *Benefits Services* (benefits@ohr.wisc.edu) los mus saib hauv www.ohr.wisc.edu/benefits/ici/

WRS 40.63 (*Disability Retirement*)

WRS Disability Retirement 40.63 yog ib qho kev them rau xiam oob khab nyob hauv *Wisconsin Retirement System*. Koj yuav tsum muaj li cov yuav kom muaj koj thiaj tau qhov nyiaj no. Qhov nyiaj them no raws li seb koj ua tau puas tsawg xyoo (*WRS years of services*), nrog cov xyoo ntxiv kom koj txog hnuv nyoog noj nyiaj (65 xyoos) thiab peb xyoos koj tau nyiaj ua haujlwm ntau tshaj.

Rau kev qhia ntxiv, thov nug *Benefits Services* (benefits@ohr.wisc.edu) los mus saib hauv www.ohr.wisc.edu/benefits/disability/

WRS 40.65 (*Duty Disability*)

Duty Disability (40.65) yog ib qho kev them nyiaj rau kev xiam oob khab nyob hauv *Wisconsin Retirement System* rau cov ua num rau kev ceev xwm (ntawm *UW-Madison: UWPD*). Yog koj ua haujlwm rau kev ceev xwm thiab xiam oob khab thaum ua haujlwm tej zaum koj yauv tau qhov nyiaj *Duty Disability*.

Rau kev qhia ntxiv, thov nug *Benefits Services* (benefits@ohr.wisc.edu) los mus saib hauv www.ohr.wisc.edu/benefits/disability/