

Workplace PossibilitiesSM

Integrated Support for Managing Absence and Disability



RE-IMAGINE

The Standard Life Insurance Company of New York



The State University
of New York



Where Others See Disabilities, We See Possibilities



Workplace Possibilities is a program created by The Standard which can help our valued SUNY customers manage absence and disability.

The program's on-call consultants — nurses or vocational rehabilitation specialists — will assist SUNY employees in staying at work or returning to work faster. Workplace Possibilities takes an integrative approach to create a more productive work environment and give HR staff more time to do their jobs. Consultants handle a range of activities such as coordinating benefits or recommending and installing accommodations.

Workplace Possibilities Success Stories

Success Story #1:

A Clerical Assistant Stays on the Job

Constant sitting can lead to discomfort — as it did for one clerical employee. To bring this worker some relief, her employer contacted a Workplace Possibilities on-call consultant who stepped in to coordinate a solution.

The Workplace Possibilities consultant contacted the employee, the employer and the treating physician to learn about physical job tasks, limitations and restrictions. The consultant also evaluated the employee's work environment.

With the physician's consent and the employer's approval, the consultant arranged for the purchase of a sit-and-stand desk and footrest.

The cost? \$1,600. The outcome? The accommodations helped this employee stay at work.

Success Story #2:

A Professor Returns to Work

Neck and arm pain prevented a college professor from fully performing her duties. Sitting, standing and walking were difficult. Her employer contacted a Workplace Possibilities on-call consultant who arranged for help.

The Workplace Possibilities consultant coordinated with the employer to provide a student aide, assistance to and from the professor's vehicle and a data projector that let her sit while lecturing. The Workplace Possibilities consultant also did an ergonomic assessment, resulting in the professor receiving a variety of accommodations to address her neck and arm discomfort. This assistance included an ergonomic chair; a laptop and book desk slants; forearm supports; and help in setting up equipment and arranging the classroom for maximum comfort.

Returning to work was a positive result for the employer and the professor. She even sent a thank-you note saying, *"I am so grateful to be back at work with my students and doing a job that I love."*

How to Use the Workplace Possibilities Program

Our Workplace Possibilities consultants are ready to:

1. Respond to stay-at-work or return-to-work concerns

Call the Workplace Possibilities consultation line when an employee faces a medical issue that contributes to a loss in productivity related to absence, illness or another medical condition. You don't have to file a claim first — just call **1.855.WPP.PROG (1.855.977.7764)**.

2. Coordinate with other employer-sponsored benefits to provide solutions

Our consultants will bring together the benefits or resources available to an employee, including those from outside providers. They'll combine the support that comes with a health insurance plan, workers' compensation, employee assistance program or wellness or disease management program.

3. Connect with employees directly

After the HR staff makes the first contact, a Workplace Possibilities consultant or team will work directly with the employee and recommend appropriate, individual solutions or accommodations.

4. Provide tailored assistance using The Standard's Reasonable Accommodation Expense Benefit

This benefit covers an employer's approved expenses, up to \$25,000. The coverage pays for worksite modifications that help a disabled employee stay at work or return to work after a disability.

5. Offer on-site support quickly, if needed

Need in-person assistance? A consultant can usually be on-site within days to conduct an employee assessment and/or implement accommodations, or provide other help.



Tour Our Workplace Possibilities Center — Online or In-Person

We built a special center to re-create common workplace settings and help you imagine custom accommodations for your own employees. Take an online tour or see it in person at our White Plains office.

Put the Program to Work for You

Help for absence and disability is standing by. Workplace Possibilities can reduce the workload for SUNY's HR staff and help employees get more from their disability plan. Visit www.workplacepossibilities.com or call **1.855.WPP.PROG (1.855.977.7764)**.



The Standard Life Insurance Company of New York

Employers across the state of New York trust The Standard Life Insurance Company of New York to insure their employees and administer their employee benefits plans. Headquartered in White Plains, The Standard offers a quality portfolio of differentiated group employee benefits to serve the needs of the New York market. The Standard delivers value in employee benefits through well-designed products and the promise of exceptional service.

To learn more about the Workplace Possibilities program from The Standard, contact the employee benefits sales and service office for your area today at 800.633.8575 or visit us at standard.com.

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