

Benefits

Provide support and education to faculty and staff on the full scope of university sponsored health, welfare, retirement and savings benefit plans.
Contact: benefits@uci.edu

Catastrophic Leave Program

Allows the continuation of salary and benefits for eligible employees who have exhausted all paid leave due to a serious illness or injury or because an employee is caring for a seriously ill family member.
Contact: (949) 824-9152
wcdm@uci.edu

Conflict Resolution Services

Free confidential in-house service available to faculty and staff who wish to discuss work-related concerns.
Contact: Njeeri wa Ngugi
nngugi@uci.edu

Employee Assistance Program

ComPsych Guidance Resources provides support, resources and information for personal and work-life issues. EAP is a no-cost, confidential assistance program to help address the personal issues faced by UCI faculty, staff and dependents at both the Campus and Medical Center. This service, staffed by experienced clinicians, is available by phone 24 hours a day, seven days a week.
Call: 844.UCI.EAP (844-824-3273) or go online: guidanceresources.com
(UCI's code: UCIEAP3).

Employee/ Labor Relations

Employee/Labor Relations collaborates and provides support on matters involving staff engagement, policy initiatives, fair treatment and complaint resolution.
Contact: (949) 824-4257

Worklife & Wellness

Provides programs, workshops, events and resources that assist employees in achieving a balanced and healthy lifestyle.
Contact: Dyan Hall
(949) 824-5429
dychall@uci.edu

Questions?

- wcdm@uci.edu www.hr.uci.edu
 - Fax: (949) 824-9299
- Program Coordinator: Vacant (949) 824-9152
Program Mgr: Martha Nunez-Flores (949) 824-7048

WC/DM Consultants

Email: wcdm@uci.edu
Call: (949)824-9152

Wendy Pawling, (949) 824-9756 Disability & Rehab

- Transitional Return to Work Program

Occupational Clinics

Treatment may be provided at one of the following clinics by having your supervisor or department administrator contact the clinic directly:

Newport Urgent Care:

Newport Beach, CA - (949) 752-6300

UCIMC Occupational Health Clinic:

Orange, CA - (714) 456-8300

Kaiser Occupational Health Center:

Santa Ana, CA - (714) 644-6450

Irvine, CA - (714) 644-6450

Long Beach Memorial Occupational Services:

Long Beach, CA - (562) 933-0085



We're here to help!

Workers' Compensation and Disability Management Services

Workers' Compensation Insurance

How to File a Claim

The **Workers' Compensation and Disability Management Services (WC/DM) Unit** provides assistance and support to employees, supervisors, and departments when an employee has an injury or illness that may cause temporary or permanent disability. Assistance is also provided for pregnancy leaves of absence.

The **WC/DM Unit** is [here to help you with the following services](#):

- **Claim Filing** for Disability and/or Workers' Compensation
- **Counseling** on eligibility and coordination of benefits
- **Assistance** with return to work options including UC Irvine's Transitional Return to Work Program and Lincoln Financial Group's Stay at Work / Return to Work Program
- **Liaison** between employee, supervisor, department and insurance administrators (Sedgwick & Lincoln Financial Group) to facilitate the claim process
- **Educational** workshops/training including:
 - Core Supervision
 - Expectant Parents workshop
 - Departmental Trainings
- **Guidance** regarding long term disability income options



WORKERS' COMPENSATION FRAUD IS A CRIME

Any person who makes or causes to be made any knowingly false statement in order to obtain or deny workers' compensation benefits is guilty of a felony. If convicted, the person will have to pay fines up to \$150,000 and/or serve up to five years in jail.

Workers' Compensation Insurance provides benefits for a work-related injury or illness. The injury or illness may be caused by a one-time event such as a fall, or repeated exposures such as repetitive motion over time.

Injured employees may receive some or all of the following benefits:

- **Medical Treatment**
- **Temporary Disability Compensation** if you are hospitalized overnight or unable to work for more than 3 days
- **Permanent Disability Compensation** if you have a lasting disability from your work injury or illness that affects your ability to earn a living

Disability Insurance

Basic Disability Insurance

It is important for all employees to consider what their income options are prior to an illness or injury occurring. The University of California provides to eligible employees Basic Disability Insurance through Lincoln Financial Group for non-occupational injury, illness, or pregnancy leave, at no cost. Basic Disability Insurance is provided through Lincoln Financial Group and pays up to a maximum of \$800 taxable dollars per month for up to 6 months.

Voluntary Short-Term & Long-Term Disability Insurance

Eligible employees can also enroll in the optional employee paid Voluntary Disability Insurance through Lincoln Financial Group during the period of initial eligibility or with an approved Statement of Health questionnaire at any time for expanded disability income benefits. Voluntary Disability pays 60% of your covered salary for up to 6 months with a max of \$15,000 per month tax free.

*The university does not participate in the California State Disability Insurance (SDI) Program. If you are a new employee (in the first 18 months) and become disabled, you may have SDI coverage through a former employer and may need to apply for both SDI and disability benefits through Lincoln Financial Group.

Disability Claim:

• You can file online at:
mylibertyconnection.com
Company Code: UNIVERSITY

• Fax forms directly to Lincoln Financial Group Insurance at:
(877) 664-7264

Workers' Compensation Claim:

• **Online:** <http://www.ehs.uci.edu/apps/hr/index.jsp>

• **Phone:** 1-877-6UC-RPRT (1-877-682-7778)

Return-to-Work Services A Team Effort

Return-to-Work Services provides support for employees who have an illness or injury that prevents them from performing their regular job duties. Return-to-Work services provides assistance to employees who, because of an injury or illness, may require an accommodation. We work closely with employees and supervisors to find solutions that will allow the employee to return to work or continue working.

The **WC/DM unit** assists with and helps to facilitate:

- **Identifying** essential and non-essential job functions as well as job-related limitations
- **Implementing** reasonable accommodations that may enable the employee to stay or return to work
- **Communications** between employees, their supervisor, and their department
- **Integration** of Human Resource services in order to facilitate the employee's return to work
- **Options** for utilizing insurance plans and other resources during or after a period of disability