

## Chaw Pab Rau Kev Puas Cev (Xiam Oobkhab) & 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 puas cev los kev mob. Yog koj muaj xws lis:

- Muaj kev mob loj heev yuav tau so ntev
- Rov qab tuaj ua num tiamsis yuav tsis ua num tau li qub tom qab raug mob los mob zoo rov tuaj
- Muaj kev puas cev uas txwv koj ua koj txoj haujlwm tsis tau li qub

Daim ntawv no qhia txog kev ua raws thiab kev muaj pab ntawm tsev kawm ntawv. Peb cia siab tias nws yuav pab koj to taub koj cov kev muaj xaiv thiab pab nrhiav ntaub ntawv pab ntau tshaj no, los sis yuav nrog leej twg tham yog xav tau kev pab.

### **Cov Sawv Cev Rau Kev Puas Cev {Divisional Disability Representatives (DDRs)}**

Koj tus *dean/director* tau muab koj tus neeg Sawv Cev Rau Kev Puas Cev 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 oobkhab thiab tau cai muab tau, txais thiab khaws cov ntaub ntawv txog kev muaj mob tsis pub leej twg paub rau pawg ua num. Koj yuav tau hu rau koj tus neeg sawv cev los *DDR* tham tsis pub leej twg paub yog koj muaj kev nyuaj ua tsis tau num vim muaj kev puas cev/xiam oobkhab los muaj mob loj, los yuav tau mus so vim muaj mob.

Rau kev nrhiav koj tus neeg sawv cev los *DDR*, thov mus saib [www.oed.wisc.edu/disability/dirdiv.html](http://www.oed.wisc.edu/disability/dirdiv.html)

### **Thaj Chaw Tsev Kawm Ntawv: Tus Saib Kev Puas Cev/Kev Ua Num**

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

Rau kev nrog tus saib kev pab rau xiam oobkhab/ua num, thov hu 263-2407 los WTRS 7-1-1.

### **Kev Pab Kom Ua Tau Num/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 oobkhab muaj peevxwm ua tau txoj num tso tau npe rau, ua tau cov haujlwm, thiab tau kev muaj pab thiab nyiam txoj haujlwm xws li cov tsis muaj kev xiam oobkhab, uas tsis muaj kev puas nyuaj ntawm qhov chaw ua num los tsis muaj puas kev nyabxeeb los noj qab haus huv.

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

Rau kev nug ntxiv, los muab daim ntawv *Disability Accommodation Request Form*, thov mus saib hauv [www.oed.wisc.edu/disability/employee.html](http://www.oed.wisc.edu/disability/employee.html)

### **FMLA/WFMLA (Kev so vim tsev neeg los tus kheej muaj mob tsis poob txoj num)**

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 kev 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 txais qhov kev pab no, txawm tias qhov teebmeem mob poob rau hauv *FMLA/WFMLA*, thiab tau ntawv tso cai yog.

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

Nyiaj them raug mob ntawm haujlwm yog ib qho kev pab rau kev puas cev los xiam oobkhab 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 mob raug los mob meme xwb thiab tsis tau mus ntsib kws khobmob. Rau kev pib ua ntaub ntawv rau nyiaj raug mob, thov teev daim ntawv *Employee's Work Injury & Illness Report* thiab xav nws 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/ecbs/emp-wkc-menu.html](http://www.bussvc.wisc.edu/ecbs/emp-wkc-menu.html)

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

Caij so rau kev muaj mob loj pub cov neeg ua num rau hauv tsev kawm ntawv muab lawv cov caij so mus ua si, caij so rau tus kheej, los caij so tso rau hauv *Sabbatical Leave* los *Annual Leave Reserve Account (ALRA)* pab cov neeg lawv ua num nrog nyob rau lawv pawg (*classified, unclassified*) uas tau cai so tsis them nyiaj vim muaj mob loj.

Rau kev nug ntxiv, thov mus saib hauv [www.ohr.wisc.edu/forms/form.html](http://www.ohr.wisc.edu/forms/form.html)

## **Pajkasphais Pov Hwm Kev Muaj Mob/Ua Tsis Tau Haujlwm (*ICI*)**

Pajkasphais kom tau txais nyiaj thaum muaj/raug mob ua tsis tau num yog ib qho them 75 feem puas ntawm cov nyiaj ua num tau txhua hli thaum tus neeg ua num muaj kev puas cev/xiam oobkhab ua tsis taus num. Nws muaj ob them them: *Standard ICI* them txog \$64,000; *Supplemental ICI* them pib \$64,001 txog \$120,000.

Rau kev nug ntxiv, thov hu rau *Employee Benefits Services* (262-5650 or [benefits@ohr.wisc.edu](mailto:benefits@ohr.wisc.edu)) los mus saib hauv [www.bussvc.wisc.edu/ecbs/emp-ici-menu.html](http://www.bussvc.wisc.edu/ecbs/emp-ici-menu.html)

## **Pajkasphais Pov Hwm Kev Ua Tsis Taus Num Ntev Tom Ntej (*LTDI*)**

Pajkasphais pov hwm kev ua tsis tau num ntev tom ntej yog ib qho kev them nyiaj nyob hauv *Wisconsin Retirement System* uas them 40 feem pua ntawm qhov nyiaj ua num tau thaum kawg/tawm.

Rau kev nug ntxiv, thov hu rau *Employee Benefits Services* (262-5650 or [benefits@ohr.wisc.edu](mailto:benefits@ohr.wisc.edu)) los mus saib hauv [www.bussvc.wisc.edu/ecbs/emp-disability-menu.html](http://www.bussvc.wisc.edu/ecbs/emp-disability-menu.html)

## **WRS 40.63 (*Disability Retirement*)**

*WRS Disability Retirement 40.63* yog ib qho kev them nyob hauv *Wisconsin Retirement System*. Qhov kev pab no them ntau xyoo ntxiv txawm tias tus neeg ua num tsis muaj mob, ua num txog hnuv nyoog noj nyiaj laus.

Rau kev nug ntxiv, thov hu *Employee Benefits Services* (262-5650 or [benefits@ohr.wisc.edu](mailto:benefits@ohr.wisc.edu)) los mus saib hauv [www.bussvc.wisc.edu/ecbs/emp-disability-menu.html](http://www.bussvc.wisc.edu/ecbs/emp-disability-menu.html)

## **WRS 40.65 (*Duty Disability*)**

*Duty Disability (40.65)* yog ib qho kev them nyiaj rau kev xiam oobkhab nyob hauv *Wisconsin Retirement System* rau cov ua num rau kev ceev xwm (ntawm *UW-Madison: UWPD*) uas tau raug mob los kis kab mos los ntawm txoj num. Qhov nyiaj xiam oobkhab no hloov 75-80% ntawm tus raug mob qhov nyiaj hli pib hnuv raug mob.

Rau kev nug ntxiv, thov hu rau *Employee Benefits Services* (262-5650 or [benefits@ohr.wisc.edu](mailto:benefits@ohr.wisc.edu)) los mus saib hauv [www.bussvc.wisc.edu/ecbs/emp-disability-menu.html](http://www.bussvc.wisc.edu/ecbs/emp-disability-menu.html)