

# REMINDER

A monthly guide about IMRF topics of interest.

## The resignation of IMRF members on disability

### ROUTE TO:

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| <input type="checkbox"/> Director           | <input type="checkbox"/> Personnel/HR       |
| <input type="checkbox"/> Manager            | <input type="checkbox"/> Data Processing    |
| <input type="checkbox"/> Department Head(s) | <input type="checkbox"/> Payroll Dept.      |
| <input type="checkbox"/> Authorized Agent   | <input type="checkbox"/> Accounting/Finance |
| <input type="checkbox"/> Assistant to AA    | <input type="checkbox"/> Other              |
| <input type="checkbox"/> Web Assistant      |   |

Employers should advise any member receiving IMRF disability benefits to contact IMRF before resigning from employment. Doing so could help the member fully understand the impact resignation may have on his or her disability benefits.

### Contact IMRF first

Resignation is a two-part process: First the member resigns, then the employer accepts the resignation and terminates the member. Advising members to contact IMRF first at 1-800-ASK-IMRF (275-4673) is important because the disability rules are complex. Generally, in many circumstances:

- If an IMRF member on disability voluntarily resigns, ***disability benefits stop***.
- If an employer terminates the employment of an IMRF member on disability, ***disability benefits continue***.

### Special circumstances

There are certain circumstances where the aforementioned general rules do not apply, which is why IMRF members on disability must contact IMRF first for clarity when considering resignation.

Extenuating circumstances include if an IMRF member on disability:

- Has the choice of being terminated or resigning—and chooses to resign—***IMRF disability benefits continue***. IMRF must receive supporting documentation, i.e. an acknowledgement letter from the employer to the member.
- Has the choice of resigning or accepting a “reasonable” alternative position that accommodates his or her medical restrictions—but chooses to resign—***IMRF disability benefits stop***.
- Resigns as part of a workers’ compensation settlement, ***IMRF disability benefits stop***, unless the settlement specifically states that the member will not give up his or her rights to IMRF disability benefits.

### To learn more ...

Additional information is available in the *Manual for Authorized Agents*, [Section 5.40 D.5, “Resignations of Disabled IMRF Members.”](#) Authorized Agents may also contact IMRF with questions using the exclusive, ***employer-only*** phone number: 1-800-728-7971.



Employer Access, current forms, booklets, legislative information, and more is available at [www.imrf.org](http://www.imrf.org).

Mailing Address: 2211 York Road, Suite 500, Oak Brook, IL 60523-2337

Member-only Phone Number: 1-800-ASK-IMRF (275-4673)

Employer-only Phone Number: 1-800-728-7971 *Monday - Friday, 7:30 AM—5:30 PM (CST)*