Resignations of disabled IMRF members

Members must understand how resigning from IMRF employment could affect their disability benefits. Employers should advise any member receiving disability benefits to call IMRF before resigning from IMRF employment.

Call IMRF first!
Calling IMRF first is important because the disability rules are complex. In general:

- If a disabled member resigns voluntarily, disability benefits stop.

- If an employer terminates the employment of a disabled member, disability benefits continue.

Special circumstances
There are certain instances where the general rules do not apply, which is why disabled members must call IMRF when considering resignation. Circumstances to consider include if a disabled member:

- Has the choice of being terminated or resigning—and chooses to resign—disability benefits continue. IMRF must receive confirming notification from the employer that the member was given the option of being terminated or resigning.

- Has the choice of resigning or accepting a reasonable alternative position that accommodates his or her medical restrictions—but chooses to resign—disability benefits stop.

- Resigns as part of a workers’ compensation settlement, disability benefits stop (unless the settlement document specifically states otherwise).

For more information
More details are available in the Manual for Authorized Agents, Section 5.40 D.5, Resignations of Disabled IMRF Members. IMRF Member Services Representatives are also available to answer questions and may be contacted using IMRF’s employer-only phone number: 1-800-728-7971.