

EMPLOYER REMINDER

Information and tips to aid administrators in standard IMRF procedures.

ROUTE TO:

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Resignations of IMRF members on disability

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, the disability benefits ***stop***.
- If an employer terminates the employment of an IMRF member on disability without a resignation, the disability benefits ***continue***.

Extenuating circumstances

There are certain circumstances where the general rules outlined above do not apply. That's why IMRF members on disability must contact IMRF first for clarity when considering resignation. Extenuating circumstances an IMRF member on disability may encounter include:

1. Given the choice of being terminated or resigning—and chooses to resign. In this instance, ***IMRF disability benefits continue*** and IMRF must receive supporting documentation, i.e. an acknowledgement letter from the employer to the member.
2. A choice between resigning or accepting a “reasonable” alternative position that accommodates the member’s medical restrictions—but chooses to resign. In this instance, ***IMRF disability benefits stop***.
3. Resigning as part of a workers’ compensation settlement. In this instance, ***IMRF disability benefits stop*** unless the workers’ compensation settlement specifically states that the member will not forfeit his or her rights to IMRF disability benefits.

To learn more...

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

Visit www.imrf.org for publications, forms, booklets, legislative updates, video tutorials, and Employer Access login.

Main Office: 2211 York Rd., Ste. 500, Oak Brook, IL 60523-2337

Member-only Phone Number: 1-800-ASK-IMRF (275-4673) **Monday - Friday, 7:30 AM—5:30 PM (CST)**

Employer-only Phone Number: 1-800-728-7971

