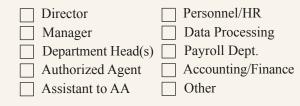


## Resignations of disabled IMRF members

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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—<u>disability benefits</u> <u>continue</u>. 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—<u>disability benefits stop</u>.
- Resigns as part of a workers' compensation settlement, **<u>disability benefits stop</u>** (unless the settlement document specifically states otherwise).

## For more information

More details are available in the **Manual for Authorized Agents**, <u>Section 5.40 D 5</u>, <u>Resignations of Disabled IMRF Members</u>. 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**.