

Employment Rights



**You've arrived at work!
What are your rights as
a worker?**

Franklin County Rights Video

[Franklin County Board of
Developmental Disabilities](#)

[Http://vimeo.com/91099298](http://vimeo.com/91099298)



What is a Right?

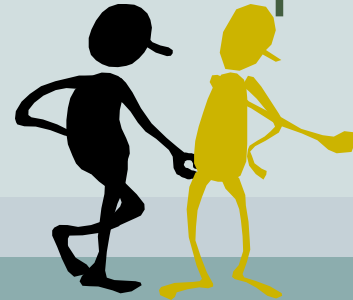
- Rights apply to everyone!
- Rights are Rules that help make people equal.



What is a Responsibility?



- **Responsibility** meansyou *respect* the *rights of others*--and expect to have your *own rights respected*.
- You *take responsibility for your actions* – the way you talk and act makes others treat you a certain way.
- You must act in a way that others respect



Rights at Work

- As an employee you have certain rights



Right to Fair Treatment



**An employer can not
treat you differently
because you have a
disability**

Right to not be Harassed



Harassment (teasing or bullying) in your workplace based on a person's disability is against the law

Right to Reasonable Accommodations



**You have the right to
request reasonable
accommodations at
your workplace.**

“Reasonable Accommodation”

Means – fixing the work place so that you can do your best work.

- Employers need to change the workplace for you if you have a disability so you can work.
- The job may be changed a little.
- The equipment may be changed so you can use it.



Right to Confidential Medical Information



**Employers can not discuss
your medical information with
others, unless they have a
need to know the information.**

Employment Rights

- Right to work in an integrated work setting



Integrated work setting means:



- a workplace where **ALL** people **do the same work,**
- **In the same place and**
- **With equal pay.**



How does knowing Rights and Responsibilities make you a better Worker?



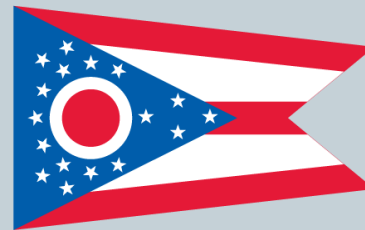
- **You can follow the rules at work**
- **You can ask for information if you do not understand**
- **You can speak up if you feel your rights are not being respected**

Path to Employment



LET'S put it all
together!

**EMPLOYMENT
FIRST**



<http://www.ohioemploymentfirst.org/>

<http://www.ohioemploymentfirst.org/>

The screenshot shows the homepage of the Ohio Employment First website. At the top, the browser address bar displays "www.ohioemploymentfirst.org". The website header features the "EMPLOYMENT FIRST" logo with the Ohio state flag and the tagline "Every Person. Every Talent. Every Opportunity." Below the header is a red navigation bar with menu items: "About", "State Policy", "Local Information", "Job Seekers and Families", "Funding Re-alignment", "Employers", "Resources", and "Newsroom".

The main content area is divided into a left sidebar and a central banner. The sidebar contains several buttons: "Transition Planning", "Supported Employment Web Course", "Partnership with Ohio Opportunities for Ohioans with Disabilities", "Request a Speaker", "Request Materials", "Submit Your Event", "Join Our Mailing List", and "Contact Us".

The central banner features a large red graphic of a stylized tree and a white ID badge with the "EMPLOYMENT FIRST" logo. The text "Employment First Rule Companion" is overlaid on the graphic. Below the banner is a row of six small circles, with the second one highlighted.

Below the banner, there are two columns of content. The left column is titled "Ohio's Path to Employment First" and contains a paragraph: "Ohio's Path to Employment First", summarizes the activities that have been implemented since Governor Kasich signed the Employment First Executive Order in March 2012. Long-range planning has taken place with broad stakeholder input, and future activities have been planned to support the ongoing paradigm". The right column is titled "Event Calendar" and features a calendar icon and a specific event: "SEP 10 Job Coach Academy" from "8:30 am - 4:00 pm EST" in "Columbus, OH". Below the event details are links for "Details | Website | Email".

The bottom of the screenshot shows a Windows taskbar with various application icons and a system tray on the right displaying the time "1:51 PM" and date "9/8/2014".

Employment Services

In Ohio.....

- Services from OOD

Ohio

Opportunities for Ohioans
with Disabilities



<http://ood.ohio.gov/ood-home>

<http://ood.ohio.gov/ood-home>

The screenshot shows a web browser window displaying the OOD website. The browser's address bar shows the URL ood.ohio.gov/ood-home. The website header includes the OOD logo and the text "Opportunities for Ohioans with Disabilities". Navigation links for "Core Services", "Programs", "Provider Information", "Employers", "Resources", and "About Us" are visible. A search bar and social media icons for Facebook and Twitter are also present. The main content area features a video player with the title "Eliminating the Waiting List" and a red banner that reads "OOD Helps Employers too". Below the video, there is a "News and Information" section with a list of links to various reports and news items. At the bottom, there is a "OhioMeansJobs" logo and a link to "Ohio Means Accessibility". The Windows taskbar at the bottom shows the system clock as 1:56 PM on 9/8/2014.

Employment First | Home x OOD Home x

ood.ohio.gov/ood-home

Ohio Opportunities for Ohioans with Disabilities

Governor John Kasich OOD Commissioners Ohio.gov Contact Us

Search

Core Services Programs Provider Information Employers Resources About Us

OOD Helps Employers too

Eliminating the Waiting List

Eliminating the Waiting List

03:56 vimeo

(Closed Captioning is available. Click on the "CC" icon and choose "English")

To sign up for Director Miller's Weekly Focus newsletter, [click here](#).

News and Information

- [OOD 2014 Annual Report](#)
- [Notice of Public Hearing 3304-6 July 24, 2014](#)
- [Stakeholders input sought on Administrative Rule 3304:1-21](#)
- [April 7, 2014: Café Montoomery to Celebrate Grand Opening Thursday, April 10](#)
- [February 24, 2014 OOD DODD State of the State Advisory](#)
- [Rebranding agency might make all the difference](#) - Columbus Dispatch

For more follow us on [Twitter](#) and "like" us on [Facebook](#).

OhioMeansJobs

Looking for a job?
Looking for workers?

Visit [OhioMeansJobs.com](#)
to find job opportunities and
skilled workers across Ohio

[Ohio Means Accessibility](#)

1:56 PM
9/8/2014



Opportunities for Ohioans with Disabilities

Resources – help for you.....

Call OOD for help.....

- Evaluation of disability
- Information and referral
- Work counseling and training
- Job search and job placement
- Transportation

- Help with education (pays fees and other support)
- Work equipment
- Readers and interpreters
- Benefit analysis

<http://ood.ohio.gov/>

Medicaid Buy-In



- It lets you earn money from a job (income) and to keep your Medicaid health care coverage (insurance).
- The money part of being eligible changes each calendar year.
- Medicaid Buy-In Game Board



Medicaid Buy-In – Game Board

**START
HERE**

1 Are you between 16 and 64 years old?

- YES.** Continue.
- NO.** Sorry, you are not eligible.

SSI and SSDI are Social Security Programs that provide money to people who meet the requirements.

2 Do you have a job that pays you regularly?

- YES.** Continue.
- NO.** Sorry, you are not eligible.

Income that counts:
(SSI rules apply)

- Unearned:**
- Benefit checks
 - Other income
 - Medicaid does not count \$20
- Earned:**
- Medicaid counts
 - Gross wages (\$65 taken away, with the remainder divided by 2)
 - Other work rewards may be deducted

3 Do you have a disability that meets the SSI or SSDI standard?

- YES.** Continue.
- NO.** You may not be eligible. However, you may become eligible if you take your medical records to your local Job and Family Services (JFS) office and ask for a disability determination.

4 What is your monthly gross income?
(See box above.)

\$ _____

Is your income less than \$2,433 per month, or less than \$29,175* per year?

- YES.** Continue.
- NO.** You may not be eligible. However, there are deductions that can be applied to your income.....

5 Do you have more than \$11,281 in resources? (See box below.)

- YES.** You may not be eligible. However, you may become eligible if you contact the Help Office in your area and ask them to apply possible deductions to your resources.

NO.
You are eligible for MBIWD.
See back page to learn how to apply.

To figure your resources:

- DO NOT COUNT** things like
- House you live in
 - One car
 - Term life insurance
 - PASS Plan
 - Irrevocable burial account
- DO COUNT** items like
- Cash
 - Savings accounts
 - Certificates of deposit
 - Anything you own that could be converted to cash

.....Contact your Help Office (see list on back) and ask them to apply the appropriate deductions, including the \$20,000 MBI deduction, to see if you will be eligible.

6 Premiums

Some people who are eligible for MBIWD will have to pay a monthly fee for their health care coverage. This is called a premium. This premium will take the place of any spend down or patient liability you may be paying.

If your total family income is less than 150% of the poverty level, you will NOT have a premium. (See chart below.)

If your total family income is more than 150% of poverty level, follow these directions to find out the approximate amount of your premium:

What is your total family income per month? \$ _____

Subtract the amount that is 150% of poverty level for the number of people living in your house _____

Multiply by 10% _____ x .10

Amount of monthly premium \$ _____

Note: If you are currently paying for any health insurance, you may deduct that payment from your MBI premium.

No. of people in house	150% of poverty level**
1	\$1,460
2	\$1,967
3	\$2,474
4	\$2,982
5	\$3,489
6	\$3,996
7	\$4,505
8	\$5,012

** 2014 monthly poverty levels. These levels change each year.

* In 2014, \$29,175 is considered 250% of poverty level for an individual. 250% of poverty level is a requirement of MBIWD.

Medicaid Buy-In – Game Board



How do I apply for MBIWD?

Contact your local county job and family services office. Ask for an Application for Medicaid Buy-In for Workers with Disabilities. Fill it out and return it as requested on the form.

If you don't know how to contact your local office, phone **1-800-324-8680** or visit <http://jfs.ohio.gov/OHP/mbiwd.stm>

Questions?

If you have additional questions about MBIWD, your eligibility, or how to apply, contact the Help Office in your area, listed below.

COVA

(614) 294-7117
(877) 521-2682
(614) 294-7443 fax
www.cova.org

Counties served: Adams, Ashland, Athens, Belmont, Carroll, Champaign, Clark, Columbiana, Coshocton, Crawford, Delaware, Fairfield, Fayette, Franklin, Gallia, Greene, Guernsey, Hardin, Harrison, Hocking, Holmes, Jackson, Jefferson, Knox, Lawrence, Licking, Logan, Madison, Mahoning, Marion, Meigs, Monroe, Morgan, Morrow, Muskingum, Noble, Perry, Pickaway, Pike, Richland, Ross, Scioto, Stark, Summit, Tuscarawas, Union, Vinton, Washington, Wayne, and Wyandot

Disability Rights Ohio

(614) 466-7264
(800) 282-9181
www.disabilityrightsohio.org

Counties served: Allen, Ashtabula, Auglaize, Cuyahoga, Darke, Defiance, Erie, Fulton, Geauga, Hancock, Henry, Huron, Lake, Lorrain, Lucas, Medina, Mercer, Miami, Montgomery, Ottawa, Paulding, Portage, Preble, Putnam, Sandusky, Seneca, Shelby, Trumbull, Van Wert, Williams, and Wood

Legal Aid Society of Greater Cincinnati

(513) 241-9400
(800) 582-2682
(513) 241-1930 tty
www.lascinti.org

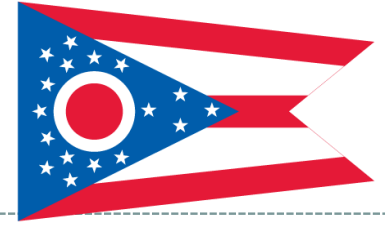
Counties served: Brown, Butler, Clermont, Clinton, Hamilton, Highland, and Warren

This document was designed by the AXIS Center for Public Awareness, Columbus OH, axiscenter@columbus.rr.com.

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For more information: Chuck Beatty, cwbeatty@centurylink.net, Home: (513) 398-4923, Cell: (513) 254-3978

EMPLOYMENT FIRST



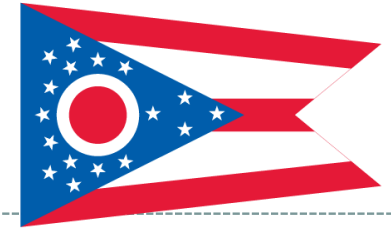
Resources – help for you.....

- Ask family if they know about a job for you
- Ask friends
- Ask the county board of DD for job information
- Look on the Employment First website



<http://www.ohioemploymentfirst.org/>

EMPLOYMENT FIRST

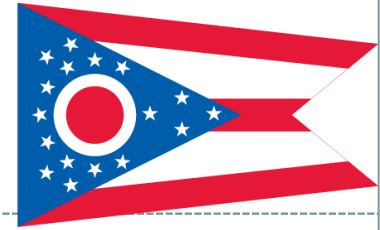


Resources – help for you

- Job Posting in Newspapers
- Search the internet - www.gettinghired.com
- Look for Volunteer Experiences – gives you experience!
- Talk with your Job Team



EMPLOYMENT FIRST



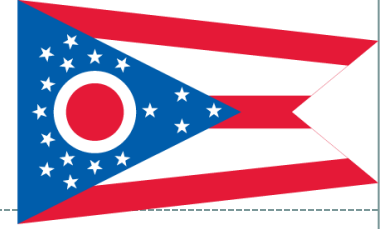
Resources – Where to get help

- What is in the **Employment Tool Kit?**



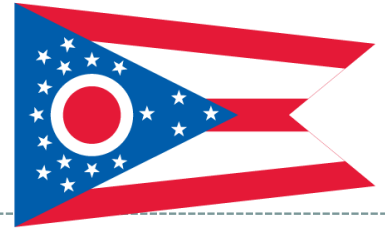
<http://www.ohioemploymentfirst.org/>

EMPLOYMENT FIRST



- **Successes and frustrations** -
Any past experiences to share?

EMPLOYMENT FIRST



Path to Employment

1. Know Yourself
2. Make a Timeline
3. Set up your Employment Team
4. Speak up for Your Dreams
5. Listen to others input
6. Learn new skills
7. Be **Assertive** when you speak up for yourself
8. Problem Solve to do away with things that keep you from a job.
9. Use your employment team for support

Most Importantly



***FOLLOW YOUR
DREAMS –
Just do it!***

Road to Employment



QUESTIONS?

<http://youtu.be/p0sMx-Qwbok>