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
What is a Right?

- Rights apply to everyone!
- Rights are Rules that help make people equal.
What is a Responsibility?

- **Responsibility** means ..........you *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.
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
LET’S put it all together!

http://www.ohioemploymentfirst.org/
http://www.ohioemploymentfirst.org/
In Ohio........

- Services from OOD

Ohio | Opportunities for Ohioans with Disabilities

http://ood.ohio.gov/ood-home
http://ood.ohio.gov/ood-home
## 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/](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

Are you between 16 and 64 years old?
- **YES.** Continue.
- **NO.** Sorry, you are not eligible.

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.

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 $26

Earned: Medicaid counts
- Gross wages ($60 taken away, with the remainder divided by 2)
- Other work resources may be deducted

Do you have more than $1,128 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.

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..

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 160% of the poverty level, you will NOT have a premium. (See chart below)

If your total family income is more than 160% 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 160% of poverty level for the number of people living in your house $.
- Multiply by 10% $.

Amount of monthly premium $.

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

<table>
<thead>
<tr>
<th>No. of people in house</th>
<th>160% of poverty level **</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$1,460</td>
</tr>
<tr>
<td>2</td>
<td>$1,567</td>
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<tr>
<td>3</td>
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<td>7</td>
<td>$4,505</td>
</tr>
<tr>
<td>8</td>
<td>$5,012</td>
</tr>
</tbody>
</table>

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

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) 466-7284
(800) 282-9181
www.disabilityrightsohio.org

Counties served: Allen, Ashtabula, Auglaize, Cuyahoga, Darke, Defiance, Erie, Fulton, Geauga, Hancock, Henry, Huron, Lake, Lorain, Lucas, Medina, Mercer, Miami, Montgomery, Ottawa, Paulding, Portage, Proba, 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.

This document was originally funded under the Medicaid Infrastructure Grant from the U.S. Department of Health and Human Services, Centers for Medicaid and Medicare Services.

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

Rev. 6/14
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/
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
Resources – Where to get help

• What is in the Employment Tool Kit?

http://www.ohioemploymentfirst.org/
Successes and frustrations - Any past experiences to share?
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