Hiring applicants that are receiving disability benefits

Who should read this notice
Those responsible for the recruiting of and processing paperwork for newly hired employees and re-hired employees

Situation overview
Employers need to be aware that hiring someone who is receiving a disability benefit from OPERS entails specific reporting responsibilities with tight deadlines. Lack of adherence to these requirements may result in significant liabilities—because failure to give OPERS timely notice of re-employment of a disability benefit recipient means you, as the employer, will be responsible for repayment of the overpaid benefits.

What you need to do
With all new hires, OPERS advises employers to:

• Determine if the individual is receiving a disability benefit from OPERS.

If they are,

• Complete the Personal History Record (PHR, form A), and forward immediately to OPERS. (ECS is the fastest method for submitting new hire information.)

• Also, complete and submit the Notice of Re-employment of an OPERS Benefit Recipient (form SR-6).

• Inform your new employee that the disability benefit will be immediately forfeited upon returning to public employment. The benefit terminates on the last day of the month following the date the individual returns to public employment. (So, an employee who returns to work on September 26 would have already received their last disability benefit payment on September 1.)

Special note:
If a disability benefit recipient begins employment within the last 10 days of a month (calendar days), call your Employer Outreach representative at 1-888-400-0965 to provide immediate notice of employment so that OPERS has adequate time to stop the next disability payment. If OPERS does not receive notice in time to stop the disability benefit payment, you (the employer) will be held liable for the overpayment. If you notify OPERS via a phone call, the PHR and the Notice of Re-employment of an OPERS Benefit Recipient are still required.

(More information on back)
Why this is important
OPERS wants to help employers remain compliant and avoid unnecessary liabilities. Compliance with Ohio law requires the employer be held responsible for the disability benefit overpayment—even if the newly hired employee fails to disclose their status as a disability benefit recipient.

Changes to the Employer Manual
There are no Employer Manual changes applicable to this Employer Notice.

Who to contact for more information
After you review this Employer Notice, contact your Employer Outreach representative with questions or comments at 1-888-400-0965 or via the Internet at employeroutreach@opers.org.