

54-year old maintenance mechanic who ceased work due to arthritis and the need for a bilateral hip replacement. The most significant barrier to his return-to-work involved the fact that his job requires that he be on his feet all day, on hard surface floors, which aggravates his arthritis due to the additional shock that telescopes up through his hip. The Standard Onsite RTW Specialist contacted the employee to assess the status of his recovery and pain levels, then offered some accommodation ideas. The Onsite RTW Specialist and the employee met with the treating physician to brainstorm some orthotic solutions that could provide greater support, a steel toe, and perhaps a Z-coil suspension to maximize shock absorption. The treating physician prescribed the appropriate orthotic application and he is now successfully utilizing this accommodation. The employer was willing to provide him the necessary flexibility with his duties while he continued to recover. The employee expressed delight in the difference he feels, with this type of shoe, especially noticeable, is the additional comfort and reduced fatigue after prolonged periods of standing and walking.

The employee is a 39 year old plant assembly worker who ceased work due to a rotator cuff tear that occurred. Post surgery the employee was limited by a 20 lb lifting restriction. In discussion with the employee we learned that because worker's compensation and his health insurance company were unable to pay for work hardening, the restriction were about to become permanent and result in termination. Our Onsite Return to Work Specialist worked with the employee to coordinate a complete work hardening program using The Standard's resources for payment of the program. Upon completion of the work hardening plan the employer facilitated a gradual return to work over a few week period which ended in a complete return to full duty.

53 year old Power Train Tech Assembler who ceased work due to bi-lateral degenerative joint disease of the knees which required surgery on both lower extremities. After surgery and physical therapy, his biggest barrier to Return to Work (RTW) was limitation to standing in the production area. The Onsite Return to Work Specialist worked with the employer and the employee to provide a specific piece of equipment, a sit/stand stool (standing support stool). By utilizing this equipment, it allowed the employee to return to work full-duty and gave the employee intermittent opportunities to get off of his feet.