

Disability Process:

In-Progression employees must have a year seniority in order to be paid disability benefits. If you don't have a year seniority, you must still call in for disability and follow the process to be covered contractually, but unpaid.

Traditional employees are eligible for Disability program.

Temporary employees are not eligible for Disability program. Contact your UAW Committeeperson

To receive Disability Benefits, you must be wholly and continuously disabled as a result of any injury or sickness so as to be prevented thereby from performing any and every duty of your occupation.

All employees can call the GM Benefits and Services phone number for Workers Compensation Claims injuries incurred at work after reporting it to Medical. If your Worker's Compensation claim is denied, you can appeal by contacting the State of Tennessee at 800-332-2667 or <https://www.tn.gov/workforce/topic/wc-brochure>

If you become ill, have surgery, have an accident, **YOU MUST** treat with one of the following within seven (7) calendar days after last day worked:

Acceptable

Psychiatrist
Ophthalmologist
Family Doctor
Internist/Surgeon
Podiatrist
Chiropractor

Unacceptable

Psychologist
Optometrist
Physical Therapist
Social Worker

It is **YOUR** responsibility to call Disability as well as call the GM Call-In System number 800-222-8889 press 2 for sick and call GM Benefits and Services Center 800-489-4646, press Disability prompt. Be prepared for a 20 minute interview. You also have the option of going online at <https://claimlookup.com/generalmotors> to start a claim. Have your doctor's name, phone and fax number available to give to representative. Request the paperwork be faxed to your doctor. It can be faxed or emailed to you. They will always mail a copy to your address of record. Please take the time to read the instructions. It is also **YOUR** responsibility to make sure the forms are returned to Sedgwick, Disability Administrator, in a timely manner. Also to make sure your doctor received the paperwork, completed it, and faxed back to Sedgwick along with medical notes. All paperwork must be received and in good order to begin pay.

**If you change your mind about starting a disability claim or your surgery is cancelled, you must call GM Benefits and Services Center to cancel, or else your clock-in rings will not show and you will not get paid.*

	Waiting Period(s)	
Sickness		7 calendar days
Accident		None
Outpatient Surgery		Day after surgery
Dental Surgery		One day
Hospitalization		None
Under observation for 24 hours or more		After 24th hour

If your Disability leave is extended by your doctor, it is **YOUR** responsibility to call GM Benefits number and ask for extension paperwork.

If you are absent again within three months because of the same or a related disability/diagnosis, benefits will resume where they left off without having to fulfill the seven day waiting period. You must still treat with a doctor within 7 days of last day worked.

Return to work process for GM Spring Hill Employees:

Who this applies to:

- Returning to work from disability, continuous FMLA or other leave of absence (LOA) – Doc 27, Drug or Alcohol Dependence Leave must return through GA Medical
- Returning to work after being referred to the ER by GM Spring Hill Medical

What you need to do:

1. The day you are scheduled to return to work (RTW), you **MUST** first present to GM Spring Hill Medical
2. Present paperwork related to your Disability:
 - Physician's release
 - Restrictions written by your treating Physician (if applicable)
 - Continuous FMLA does not require Physician's release
3. Complete a RTW questionnaire
 - A nurse will review your questionnaire and assess if you have recovered from the medical condition and can return to work
 - If you are not cleared by the nurse, or if you have restrictions from your treating physician, you will be scheduled for evaluation by the plant medical director for accommodations or to continue on disability.

If you have RTW questions, contact GM Spring Hill Medical facility:

GA (Main) Medical	(931) 486-6858
Body Medical	(931) 486-7366
Powertrain Medical	(931) 486-6096