



Employee Safety with Superior Support

Terracon

“The safety and well-being of our employees — both on and off the job — is our No. 1 priority. By working with The Standard, we have extended that philosophy to encompass employees on leave or returning to work.”

Karen Butts, Employee Benefits Manager, Terracon

THE CLIENT

Terracon is an employee-owned engineering consulting firm. Founded in 1965, the organization now has more than 4,000 employees and more than 140 offices nationwide with services available in all 50 states. Terracon has evolved to provide expertise on multiple disciplines, including environmental, facilities, geotechnical and materials services.

THE CHALLENGE

Terracon had experienced a high rate of short-term disability claims in its various locations.

The firm’s direct supervisors also had little experience navigating the short-term disability landscape, including providing stay-at-work and return-to-work support. Employee safety is a core value for Terracon, and the firm was interested in finding a disability program that matched its uncompromising commitment to ensuring all employees go home safely to their families each and every day.

How could Terracon implement a disability management program that would:

- ▲ Align with its core values?
- ▲ Provide employees assistance to stay at work and avoid a disability claim?
- ▲ Help employees back to work after a disability leave?



THE SOLUTION

Program Adaptability

Terracon turned to the Workplace PossibilitiesSM program, which adapted to the firm's needs and complemented its existing internal safety program. That meant working directly with its supervisors and employees to address an employee's health-related challenge as it came up, rather than rolling the program out to all 4,000-plus employees at one time.

Supervisor Support

The Workplace Possibilities team learned about Terracon's culture and analyzed its current disability management structure before rolling out an approach. This was where the program excelled, as it addressed the HR team's desire to provide one-on-one support for direct supervisors in assessing and addressing each employee's needs for returning to work or staying at work.

Accommodation Documentation

The Workplace Possibilities program also helped Terracon's HR team navigate and document accommodations under the Americans with Disabilities Act Amendments Act (ADAAA). Workplace Possibilities consultants assist Terracon teams in communicating with the employee, documenting necessary information and finding the best solutions for complying with ADAAA regulations.¹ With access to this information, the Workplace Possibilities team evaluates an employee's illness or injury individually, making it easier to identify and implement appropriate accommodations.

THE RESULTS

Wide-ranging Expertise

Terracon relies on expertise from the Workplace Possibilities program to better manage its short-term disability leaves. Access to vocational, nurse and behavioral health experts helps inform supervisors about how to best interact with and support employees. It also helps employees get back to work and/or stay at work with tailored accommodations.

HR Team Support

The collaboration between Terracon and The Standard has helped reduce stress on employees who are on leave or returning from it. It's also made it clear that employees are not just a number for Terracon, but important to the firm's success. This support extends to the supervisors as well, who are better able to manage employees on leave and have support from experts in navigating the process.

Real Cost Savings

Terracon saved costs with shorter disability durations thanks to the Workplace Possibilities program. The accommodations that have been provided have had a significant impact in getting employees back to work sooner than expected. Overall, shorter disability durations have been key in reducing Terracon's overall benefits costs.

Partner With The Standard

Contact your broker to talk about how we can tailor a solution for you and your employees.

Learn more about what's possible with Workplace Possibilities by visiting workplacepossibilities.com.

Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 | standard.com

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¹The Standard provides administrative, informational and referral services and a client should not rely on WPP to ensure its compliance with ADAAA requirements.



Jeff Smith, Workplace PossibilitiesSM Practice Consultant,
The Standard

“Workplace Possibilities has a structured program that is easy to use. However, we're also willing and able to customize that program to fit a company's needs. Terracon is a perfect example of how a customized approach can make all the difference.”