

Modified Duty Off Site Site (MDOS)

Tremco's New Return
to Work Program



MDOS Basics



Consider this your MDOS CliffsNotes!

Modified duty may be in employee's regular position, in an alternate position, or an off-site position at a non-profit.

Determination will be made by a team including but not limited to the physician of record, the employee, the employee's supervisor/manager, HR, and the Safety Team.

Off-site placements are determined by a third party in most cases and shall be within 50 miles of employee's location.

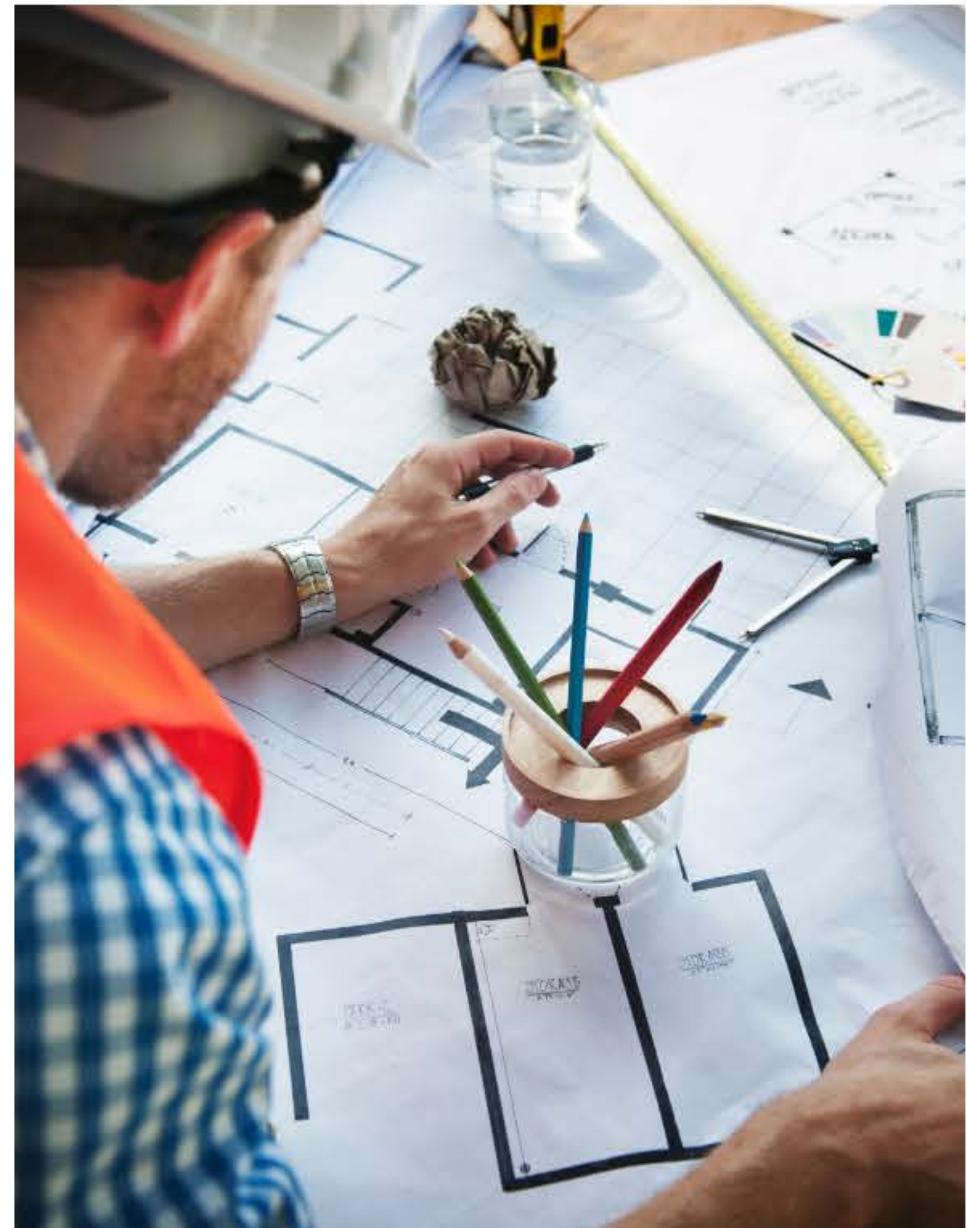
Placement assignments are first shift only.

Employees receive their regular rate of pay/benefits. (no prevailing wage)

Case management, in varying degrees depending on situation, is in place to guide employee through first day of placement and beyond.

It is the employee's responsibility to track his or her hours and have the non-profit supervisor sign weekly time sheets.

How Does It Work?



Injured Worker MDOS Timeline

Workplace Injury

**Visit to Physician of Record
Determination of
Restrictions, If Applicable**

**Employer Determines
Appropriate Modified Work:
Regular Job, Alternate Job,
or Off-Site Job**

**If Off-Site Placement is
Determined, Employer
Contacts MDOS to Initiate
Placement**

**MDOS Determines
Placement and Sends
Location to Employer**

**Employer Sends Job Offer,
Job Description, and
Program Agreement to
Employee**

**Employee Responds to Job
Offer Within 24 Hours**

**Employee Begins Off-Site
Job Placement**

Benefits of Having an MDOS Program



- Employees continue to receive their regular rate of pay and retain benefits during MDOS placement
- According to many studies, employees enrolled in MDOS programs recover faster than employees who are off on Temporary Total Disability (TTD)
- MDOS employees enjoy an increased likelihood of returning to the job role held prior to injury
- Employees in MDOS programs improve strength and endurance rates more quickly than their TTD counterparts, better preparing them for safer gradual return to pre-injury workplace duties
- Various therapeutic elements, including improved employee morale and increased feelings of self-worth
- MDOS programs can help employees from becoming disengaged during absence
- Employees have the opportunity to give back to their local communities
- Lower EMR (Experience Modification Rate) and lower Lost Time Incident Rates, both of which affect insurance costs and our ability to get work
- Multiple other company-wide benefits, including decreased costs associated with employee absenteeism and turnover, lost productivity, and repairs of damaged equipment and property; as well as increased awareness of injury prevention and safety protocols



Questions, Concerns, Ideas
about MDOS?