



**EDUCATIONAL  
SERIES** FOR HEALTHCARE  
PROFESSIONALS

**2016**

# CEU REQUIREMENTS

If you plan on requesting continuing education credits, you **MUST** complete all of the following steps:

1. You must have registered online for today's session
2. Dial-in to the audio portion of the webinar  
*Please note that participants who "listen-in" on another participant's line will NOT be eligible for credit.*
3. Within **2 WEEKS** of this session:
  - ✓ Complete the evaluation\*
  - ✓ Complete the post-test & earn a passing grade\*

**\*An email with links to the evaluation and post-test will be sent Friday, October 28th by 5:00 PM ET.**

**\*\*Certificates will be emailed within 4-6 weeks\*\***

AVON  
FOUNDATION  
*for* WOMEN

© Cancer and Careers and Triage Cancer 2016



**EDUCATIONAL  
SERIES** FOR HEALTHCARE  
PROFESSIONALS

# SPEAKERS

Rachel Becker, LMSW  
*Assistant Director of Programs,  
Cancer and Careers*

Monica Fawzy Bryant, Esq.  
*Cancer Rights Attorney & COO,  
Triage Cancer*

This presentation is intended to provide general information on the topics presented. It is provided with the understanding that the author(s) is not engaged in rendering any legal, medical, or professional services by its publication or distribution. Although this content was reviewed by a professional, it should not be used as a substitute for professional services.

CONTENT PARTNER

TRIAGE  
CANCER

© Cancer and Careers and Triage Cancer 2016



**EDUCATIONAL  
SERIES** FOR HEALTHCARE  
PROFESSIONALS

# RETURNING TO WORK

## Key Topics:

- Easing back into the routine
- Job search (resumes, interviews, networking, LinkedIn)
- FMLA and ADA return to work requirements
- Transitioning off disability insurance

# CASE STUDY: ERIC

- Eric is 41 and has taken off work for the last 3 months for cancer treatment. He has worked as a court reporter at a county courthouse for 5 years.
- He hasn't been paid while he has been off work, except for a few sick days, and he has used up his entire savings.
- He is trying to decide if he is ready to go back to work. He hasn't talked about it with his health care team, but he is concerned about being able to pay his rent and the mounting medical bills.
- He is anxious about going back to work and having to talk to his co-workers about his ongoing treatment and he knows he will still need time off for medical appointments.
- *What should Eric be thinking about?*

# DECIDING TO RETURN TO WORK

- Are you still in treatment? If so, for how long and how often?
- What are your financial needs?
- What is your psychological mindset?
- Does it make sense to go back to your former job?
- If not your former job, should you try to stay at your employer?



# RETURNING TO A FORMER JOB

- What kind of flexibility exists in your former job?
- Can you still do the work?
- Do you still want to do the work?
- What if they always see you as a person with cancer?

# THE SWIVEL

My uncle had cancer . . .

- “Thank you for sharing that . . . (AND) . . . While I have you, do you have a few minutes to talk about our project that is due next week?”
- “I’m sorry to hear that, it must have been hard . . . (AND) . . . What did you think about the meeting that we had yesterday?”

# THE SWIVEL

How are you feeling?

- “Really excited to be back! In fact, I have a few questions about the new time-card system. Do you have a few minutes to answer them?”

# LEGAL PROTECTIONS WHEN RETURNING TO YOUR FORMER JOB

- Similar issues to “Working Through Treatment”
- Disclosure
  - If, when, and how
  - Some info required for use of ADA/FMLA protections
- ADA Reasonable Accommodation Requests
  - If, when, and how
  - Medical Certification – how much to share
- Intermittent FMLA leave
  - Medical certification – how much to share
- Return to Work Rights under ADA/FMLA

# FMLA RETURN TO WORK RIGHTS

- Prompt return to *equivalent or same employment*
- Equivalent position =
  - virtually identical to employee's former position in terms of pay, benefits, working conditions, including privileges, perquisites, and status; AND
  - same or substantially similar duties and responsibilities
- Employer not required to reinstate employee who takes leave beyond 12 weeks of FMLA
- But, must comply with company policies, state leave laws (which may be better than FMLA), and any federal and state pregnancy and disability protections

# ADA RETURN TO WORK RIGHTS

- Reinstatement to the **same** job!
- More restrictive than FMLA, which allows reinstatement to same **or** equivalent position
- If reinstatement to same job is an undue hardship for the employer, employer may have to reinstate employee to any available vacant position the employee is qualified to perform

# RESEARCH: JOB SEARCH

- 4.8% unemployment rate for people w/o disabilities in 8/2016
- 11.3% unemployment rate for people w/ disabilities in 8/2016
- As of 9/2016, LinkedIn has 450 million users in 200 countries/territories
- In a study with fake cover letters, researchers found employers expressed 26% less interest in candidates who disclosure a disability than candidates who did not
  - Source: [www.nber.org/papers/w21560](http://www.nber.org/papers/w21560)
- Applicants who disclosed a cancer history received fewer callbacks from managers (21%) than the applicants who did not disclose a cancer history (37%)
  - Source: *HR and Employment Law News* 11/17/15

# RESEARCH: JOB SEARCH

- Top 3 reasons unemployed cancer patients and survivors want to work:
  - Financial (78%)
  - Feel well enough (43%)
  - Want to keep things as normal as possible (37%)
- Among cancer patients and survivors looking for work:
  - 58% feel prospective employers would treat them differently if they disclosed their cancer
  - 61% fear disclosing would negatively affect their ability to get hired
  - 49% feel they are less likely to get hired than a healthy person

(Cancer and Careers/Harris Interactive Survey 2015)



# RESEARCH: RESUME GAPS

Career Builder Survey (2012) reported in the Harvard Business Review

- 85% of hiring managers/HR managers are more understanding of employment gaps now than they were pre-recession
- Hiring Managers recommend
  - Taking a class or going back to school (61%)
  - Volunteering increases the candidate's marketability (60%)
  - Accepting a temporary or contract assignment (79%)

# JOB SEARCH

- Preparing your patients
  - Emotional highs/lows
  - Being strategic
  - Holding themselves to a higher standard

\*CAC Job Search Toolkit

# JOB SEARCHING IS LIKE DATING

- Phases of a job search
  - Networking
  - Job Application
  - Resume
  - Cover Letter
  - First Interview
  - Additional Interviews
  - Offer Letter
  - Hired!

# JOB BOARDS

- Only 3-5% of job seekers find employment on job boards
- Great articles and surveys
- Useful for researching job descriptions & companies
- Possible exception: [www.flexjobs.com](http://www.flexjobs.com)

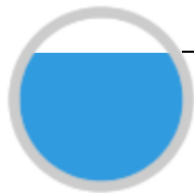
# NETWORKING

- 85% of jobs are found through networking
- Networking sources:
  - Websites such as LinkedIn
  - Former colleagues and vendors
  - Friends, neighbors, fellow members of faith community
  - Professional associations
  - Doctors, lawyers, dentists, accountants

# LINKEDIN

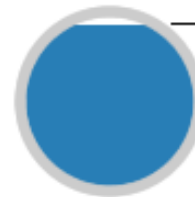
- Write a compelling profile
- Do put your photo here
- Ask for substantive recommendations
  - #BeSpecific
- Post status updates regularly
- Join a few groups and participate actively

Profile Strength



Expert

Profile Strength



All-Star

# EFFECTIVE RESUMES & COVER LETTERS

- Resumes
  - Written with the audience in mind
  - A succinct summary of capabilities and accomplishments
  - Easy to read and understand
  - Style chosen for circumstances and desired impact
  - Future focused and targeted toward career goal
- Cover Letters
  - Make it personal
  - Don't waste reader's time
  - Sell yourself
  - Use bullets
  - Proof your letter
  - Follow-up

© Cancer and Careers and Triage Cancer 2016

# THE SWIVEL

Can you tell me what you were doing during this gap on your resume?

- “I was dealing with a family issue that is resolved now AND I am thrilled to discuss how my management skills can build the team and grow your business.”
- “I realized that what I was doing didn’t fulfill me so I took a step back to think about what would make me happy AND I think my tech background would really be an asset not just for this role but for the company as a whole.”



# MORE SWIVELING

I noticed on your LinkedIn profile that you're a member of a lot of cancer-related groups. Are you a cancer survivor?

- “Like most people, I've been touched by cancer, and finding a way to give back is very important to me. Plus, all my volunteer work has given me the opportunity to develop some valuable skills that I think would be applicable here, including X, Y, Z.”

When I Googled your name, an article came up in which you were interviewed about being diagnosed with cancer. Are you still experiencing any problems or health needs?

- “Thank you for taking so much interest in me. The opportunity to speak to the press gave me some incredible new skills that I think would be very relevant to this role, including X,Y, Z.”

# INTERVIEWING EFFECTIVELY

- Research the company and the interviewer
- Prepare and practice answers
- Tell stories and use examples
- Keep composed despite interviewer's quirks
- Summarize what happened
- Prepare to close the deal
- When do you ask for the benefits package?

# APPLICANTS CAN GOOGLE, TOO

- Size
- Benefits
- How have they treated employees in the past
- Discrimination lawsuits
- Do they have employee programs
  - EAP, affinity programs, etc.
- Other info that can help identify their workplace culture
- Sites like: [www.glassdoor.com](http://www.glassdoor.com) and [www.Linkedin.com](http://www.Linkedin.com)

# LEGAL PROTECTIONS WHEN LOOKING FOR A NEW JOB

- Disclosure
  - If, when, and how
  - Required for use of ADA protections
  - Pre-offer, post-offer, employed
- Medical Exams
  - If, when, and how
- Reasonable Accommodation Requests
  - If, when, and how
- Check the Benefits Package
  - How, when

# WORKING IN A NEW JOB WITH A NEW EMPLOYER

- How do you assimilate?
- How do you handle it if you are still in treatment?
- Managing your energy
- How can you succeed?
- Asking for accommodations

# CASE STUDY: SARAH

- When Sarah was diagnosed with kidney cancer, she had surgery and chemotherapy treatment for almost 18 months.
- She received short-term disability insurance benefits through her employer for six months, then her employer let her go. She has been receiving SSDI benefits for the last year.
- She is still experiencing fatigue, cognitive difficulties, and some neuropathy in her feet, but is considering trying to go back to work, because she has exhausted her savings and the SSDI payments aren't enough to cover her living expenses.
- She also needs health insurance coverage because her COBRA is ending.
- *What are Sarah's options?*

# TRANSITIONING OFF DISABILITY BENEFITS

## About Work Incentives

- Keep your Medicaid/Medicare while you work
- Access to individualized support services
- Select part-time or work-from-home alternatives
- Trial Return to Work Period
  - 9 months out of 60 months (Month only counts if earn at least \$810)



[www.socialsecurity.gov/disabilityresearch/wi/generalinfo.htm#work](http://www.socialsecurity.gov/disabilityresearch/wi/generalinfo.htm#work)

## Example: Ticket to Work Program

[www.chooseworkttw.net](http://www.chooseworkttw.net)

# TOP TAKEAWAYS

1. Patients have a lot of anxiety about returning to work—be it a new or existing job—helping them focus on practical solutions can help
2. ADA (or similar laws) may protect patients during the job search process
3. Patients can return to work and get support: SSA return to work programs, accommodations, etc.



# ADDITIONAL RESOURCES

## Employment Rights & Options:

- Equal Employment Opportunity Commission [www.EEOC.gov](http://www.EEOC.gov)
- Job Accommodation Network [www.AskJan.org](http://www.AskJan.org)
- U.S. Department of Labor (COBRA) [www.dol.gov/EBSA](http://www.dol.gov/EBSA)
- U.S. Department of Labor (FMLA) [www.DOL.gov/WHD](http://www.DOL.gov/WHD)
- FlexJobs: [www.flexjobs.com](http://www.flexjobs.com)
- Workplace Transitions: [www.workplacetransitions.org](http://www.workplacetransitions.org)

## Disability Insurance Rights & Options:

- Social Security Administration: [www.SSA.gov](http://www.SSA.gov)
- National Organization of Social Security Claimants' Representatives (NOSSCR): [www.nosscr.org](http://www.nosscr.org)

## Legal Assistance:

- National Cancer Legal Services Network [www.NCLSN.org](http://www.NCLSN.org)
- LawHelp [www.lawhelp.org](http://www.lawhelp.org)
- Lawyer Referral Service:  
<http://apps.americanbar.org/legalservices/lris/directory>

# UPCOMING ACCREDITED WEBINARS

## Educational Series for Healthcare Professionals:

- **HEALTH INSURANCE OPTIONS** - THURSDAY, NOVEMBER 17, 12 PM ET/9 AM PT

## Balancing Work & Cancer Webinars:

- **JOB SEARCH** - WEDNESDAY, DECEMBER 14, 1 PM ET/10 AM PT

**More information & Registration:**

<http://www.cancerandcareers.org/en/community/events/>

© Cancer and Careers and Triage Cancer 2016



# CAC WEBINAR RECORDINGS

## Educational Series for Healthcare Professionals

### WHERE TO START

<http://www.cancerandcareers.org/en/healthcare-professionals/presentation-archive/2016edserieswheretostart>

### WORKING THROUGH TREATMENT

<http://www.cancerandcareers.org/en/healthcare-professionals/presentation-archive/2016edseriesworkingthroughtreatment>

### TAKING TIME OFF

<http://www.cancerandcareers.org/en/healthcare-professionals/presentation-archive/2016edseriestakingtimeoff>

## Balancing Work & Cancer Webinars

### CAREER CHANGE

<http://www.cancerandcareers.org/en/community/videos/bwc-2016/career-change>

### BUILDING AN EFFECTIVE LINKEDIN PROFILE

<http://www.cancerandcareers.org/en/community/videos/bwc-2016/linkedin>

### MANAGING LONG-TERM STRESS

<http://www.cancerandcareers.org/en/community/videos/bwc-2016/stress>

© Cancer and Careers and Triage Cancer 2016



**EDUCATIONAL  
SERIES** FOR HEALTHCARE  
PROFESSIONALS

# MORE FROM CAC

## 2017 Conferences:

### **MIDWEST CONFERENCE ON WORK & CANCER**

Friday, March 31, 2017, Chicago

### **NATIONAL CONFERENCE ON WORK & CANCER**

Friday, June 23, 2017, New York City \**Travel scholarships available*

### **WEST COAST CONFERENCE ON WORK & CANCER**

Fall 2017. More information to come.

### **Free Publications**

[www.cancerandcareers.org/publication\\_orders/new](http://www.cancerandcareers.org/publication_orders/new)

# TRIAGE CANCER RESOURCES

- Educational Blog (<http://TriageCancer.org/Blog>)
- Events (<http://TriageCancer.org/Events-Calendar>)
  - Triage Cancer Conferences (Complementary CEUs)
    - May 20, 2017 ~ Oklahoma City, OK
    - June 10, 2017 ~ Madison, WI
    - Fall 2017 ~ Charleston, WV
- Cancer Survivorship Webinar Series (<http://TriageCancer.org/Webinars>)
- Resources (<http://TriageCancer.org/Resources>)
  - Quick Guides
  - State Resource Contact Information
  - International Resources
  - Links to Partner Publications

# CONTACT INFORMATION

Monica Fawzy Bryant, Esq.

[MB@TriageCancer.org](mailto:MB@TriageCancer.org)

<http://TriageCancer.org>

Twitter

@TriageCancer

Facebook

[www.Facebook.com/TriageCancer](http://www.Facebook.com/TriageCancer)

Blog

<http://trriagecancer.org/blog/>

Rachel Becker, LMSW

[Rbecker@cew.org](mailto:Rbecker@cew.org)

[www.CancerandCareers.org](http://www.CancerandCareers.org)

Twitter

@CancerAndCareer

Facebook

[www.Facebook.com/CancerandCareers](http://www.Facebook.com/CancerandCareers)

Newsletter

[www.cancerandcareers.org/en/community/newsletter](http://www.cancerandcareers.org/en/community/newsletter)

# CEU REQUIREMENTS

If you plan on requesting continuing education credits, you **MUST** complete all of the following steps:

1. You must have registered online for today's session
2. Dial-in to the audio portion of the webinar  
*Please note that participants who "listen-in" on another participant's line will NOT be eligible for credit.*
3. Within **2 WEEKS** of this session:
  - ✓ Complete the evaluation\*
  - ✓ Complete the post-test & earn a passing grade\*

**\*An email with links to the evaluation and post-test will be sent Friday, October 28 by 5:00 PM ET.**

**\*\*Certificates will be emailed within 4-6 weeks\*\***