



BLENDING AND BRAIDING SUPPORTS IN THE WORKPLACE

Disability Support Services by Michele Leahy, MS, CPWIC

Individuals with disabilities have a great deal to offer to the workplace, but many employers are overwhelmed by the various factors that surround hiring an individual with disabilities. What is and is not within the bounds of reasonable accommodations? How can the employer ensure the individual with the disability is supported in the workplace by those around them? While working with families of disabled children looking to join the workforce, Michele Leahy saw the need to help employers better serve their employees with disabilities. As a result, M. Leahy and Associates are now offering a wide array of disability planning services to employers including: support to accommodate and retain employees with disabilities, sensitivity training, review and editing of HR policies, as well as navigating the workplace and government benefits. In addition, M. Leahy and Associates will work with both employees with a disability as well as caregivers to bridge the divide between employer and employee. M. Leahy and Associates blends and braids supports and services to best serve the workplace as a whole.



Michele A. Leahy, the founder and CEO of M. Leahy and Associates, has professional, as well as personal, experience with many disability specific government programs. Her resume boasts successes in both corporate and nonprofit sectors. A lifelong wheelchair user, Michele passionately advocates for a life full of possibility open to all regardless of ability level.

Now offering disability planning services in the workplace: managing disability in the workplace, EAB benefits for employees specifically with disabilities, as well as consultations for employees with disabled children.

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Retention and Knowledge

There are different challenges for each position within a business. We at MLA can address how to thrive for all who are in your workforce who work, live or have a family member living with a disability.

MANAGEMENT SERVICES	BENEFITS FOR EMPLOYEES WITH DISABILITIES	CAREGIVER BENEFITS
<ul style="list-style-type: none">✧ Disability Employee Retention	<ul style="list-style-type: none">✧ Navigating medical insurances	<ul style="list-style-type: none">✧ Special Needs Trust - financing strategies
<ul style="list-style-type: none">✧ Sensitivity Training – ongoing support	<ul style="list-style-type: none">✧ 401K restrictions	<ul style="list-style-type: none">✧ Lunch & Learns
<ul style="list-style-type: none">✧ HR Policy assistance regarding disability	<ul style="list-style-type: none">✧ Work Incentive Planning Assistance Program (SSA recipient program)	<ul style="list-style-type: none">✧ 401K restrictions as parent funding a Special Needs Trust
<ul style="list-style-type: none">✧ 401K Restrictions for Employees w/disabilities (letter trigger)	<ul style="list-style-type: none">✧ Reasonable Accommodations	
<ul style="list-style-type: none">✧ Communication strategies regarding disability	<ul style="list-style-type: none">✧ Communication strategies regarding disability	
<ul style="list-style-type: none">✧ Reasonable Accommodations	<ul style="list-style-type: none">✧ Confidential between MLA & Employee	
<ul style="list-style-type: none">✧ Utilize employer focused disability government services (OVR, EN)	<ul style="list-style-type: none">✧ Employee Confidentiality (EAB)	
<ul style="list-style-type: none">✧ Federal Incentives		
<ul style="list-style-type: none">✧ Company benefit limitations		



Stepping Stones to the twists and turns of navigating disability life planning.