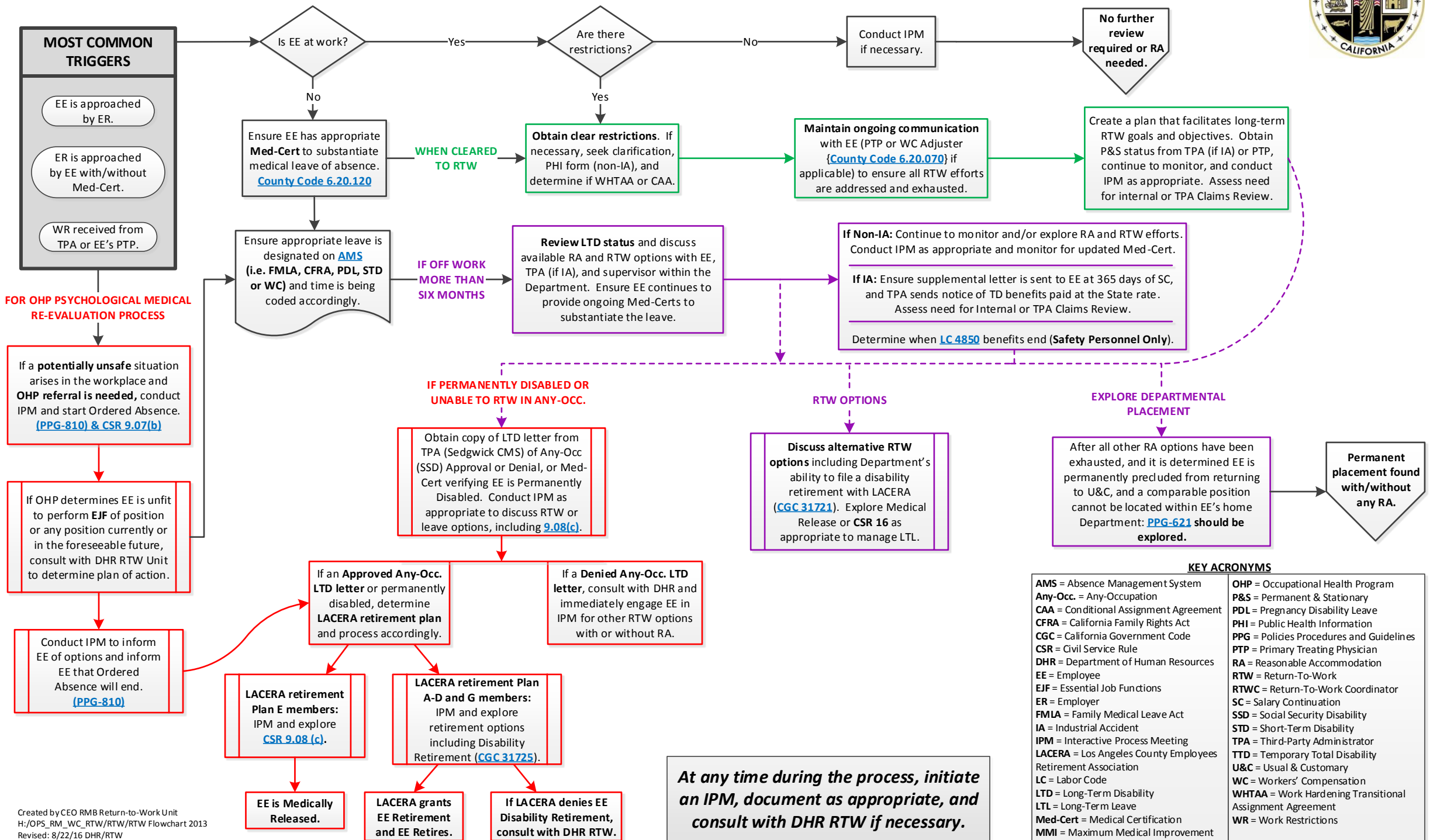


# County of Los Angeles Return-to-Work Flowchart



**At any time during the process, initiate an IPM, document as appropriate, and consult with DHR RTW if necessary.**

### KEY ACRONYMS

AMS = Absence Management System	OHP = Occupational Health Program
Any-Occ. = Any-Occupation	P&S = Permanent & Stationary
CAA = Conditional Assignment Agreement	PDL = Pregnancy Disability Leave
CFRA = California Family Rights Act	PHI = Public Health Information
CGC = California Government Code	PPG = Policies Procedures and Guidelines
CSR = Civil Service Rule	PTP = Primary Treating Physician
DHR = Department of Human Resources	RA = Reasonable Accommodation
EE = Employee	RTW = Return-To-Work
EJJ = Essential Job Functions	RTWC = Return-To-Work Coordinator
ER = Employer	SC = Salary Continuation
FMLA = Family Medical Leave Act	SSD = Social Security Disability
IA = Industrial Accident	STD = Short-Term Disability
IPM = Interactive Process Meeting	TPA = Third-Party Administrator
LACERA = Los Angeles County Employees Retirement Association	TTD = Temporary Total Disability
LC = Labor Code	U&C = Usual & Customary
LTD = Long-Term Disability	WC = Workers' Compensation
LTL = Long-Term Leave	WHTAA = Work Hardening Transitional Assignment Agreement
Med-Cert = Medical Certification	WR = Work Restrictions
MMI = Maximum Medical Improvement	

