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The SHIPS study is an interesting analysis of two key aspects for which the researchers have been working on, however this contract agreement should be reviewed by the relevant authorities to determine whether the individuals involved were disabled or if they had mental illnesses. This is a key element of the contract agreement and it should not be confused between the two conditions. I understand in some cases, it may pertain to both conditions but the reports are not accurate and clearly indicate that the person with a disability that was diagnosed long after two decades of employment service. The report also states that a person with a chronic disability may have suffered from the disease while working and the unfortunate consequences may have had on the employee by not being treated properly for the majority of their work history. This may have led to some individuals having more difficulty with their medical conditions and not factored into the overall study results.