

CLOUD COUNTY COMMUNITY COLLEGE

TOPIC:
Workers Compensation - Procedures

Policy Number:
C19

The combined workers' compensation benefits and salary received under allowed sick leave, or other available leave per day, shall not exceed one regular daily rate of pay.

All employees of the college shall be covered by workers compensation. Workers compensation benefits are for personal injury from accident arising out of and in the course of employment at the college. Any injury covered under the workers compensation law is a legitimate basis for a workers compensation claim. An employee using sick leave, or other available leave, in combination with workers compensation will be charged for one full or partial day of sick leave, as provided for in the sick leave policy or the negotiated agreement, for each day of absence until the employee's sick leave is exhausted.

The President may request a statement from a worker's compensation designated health care provider certifying the ability/inability to return to work of any employee who is off work and drawing workers compensation. In addition, should the employee be released to work by a doctor and fail to do so, all benefits under sick leave shall be ended and those benefits under workers compensation shall be restricted as provided by statute.

Choice of Physician

The Family Care Center in Concordia, Kansas and the Occupational Health Clinic in Junction City, Kansas are the designated health care providers to provide medical assistance to any employee who suffers an injury while performing their job. Other providers may be allowed in emergency situations at the discretion of the college administration.

Workers Compensation and Disability Benefits

Whenever an employee is absent from work and is receiving workers compensation benefits due to a work-related injury or is receiving college provided disability insurance, the employee may use available paid sick leave to supplement the workers compensation or college provided disability insurance payments. Workers compensation benefits and FMLA benefits provided in policy C11 shall run concurrently if both are applicable.

In no event shall the employee be entitled to a combination of workers compensation benefits, college provided disability insurance, and salary in excess of his/her full salary. Available paid sick leave may be used for this purpose until 1) available paid sick leave benefits are exhausted; 2) the employee returns to work; or 3) employment is terminated. Sick leave shall be deducted on a prorated amount equal to the percentage of salary paid by the college.