

WORK-RELATED INJURIES

The Governing Board recognizes the District responsibility and the necessity for the prompt care and quality medical treatment of employees who sustain industrial injuries. The Board also acknowledges the high cost of workers' compensation insurance and seeks to control and reduce this cost by all reasonable means.

Therefore, to assure that District employees receive prompt medical care of high quality which would facilitate a rapid recovery and an early return to employment, the Board hereby designates the use of an occupational medical treatment facility in accordance with Labor Code 4600, Section 2. As noted in the aforementioned section, self-insured employers are permitted to control the medical treatment of occupational injuries for the first 30 days following the injury.

Employees who prefer to be treated by a personal physician must provide a written notice of designation to the district Human Resources Office prior to the date of the injury. If this designation is not on file at the Human Resources Office, payment will not be made to the employee's personal physician.

Legal Reference: (please see next page)

WORK-RELATED INJURIES (continued)

Legal Reference:

EDUCATION CODE

- 44984 Industrial accident and illness leaves, certificated employees
- 45192 Industrial accident and illness leaves, classified employees

GOVERNMENT CODE

- 21023.5 Employer not to separate for disability members eligible to retire

LABOR CODE

- 3200-4855 Workers' compensation, especially:
- 3550 Posting of notice re workers' compensation insurance carrier
- 3551 Written notice to new employees
- 3552 Indication of employee's personal physician
- 3600-3605 Conditions of liability
- 3760 Report of injury to insurer
- 4600 Provision of medical and hospital treatment by employer
- 4906 Disclosures and statements
- 5400-5404 Notice of injury or death
- 6409.1 Reports

Policy Adopted:

- HS BD: 3/28/95
- EL BD: 3/14/95

Policy Revised:

- TUSD: 11/25/97