

PTA Proposal X2

Work-Related Injury

Presented by PTA on Wednesday, January 15, 2025

The Pembroke Teachers Association makes the following proposal for all units, as a new article:

ARTICLE _____ : WORK-RELATED INJURY

For the purposes of this Article. The term “injury” shall refer to any physical, psychological, or emotional damage requiring medical, therapeutic, surgical. or restorative treatment and/or healing.

When a Member has been injured in the course of their work day and must miss work as a result of that injury:

1. The Member shall continue to receive full compensation and benefits at the District's expense while they are receiving treatment for and healing from an injury/injuries that occurred while they were performing their duties and until they have either been deemed medically able to return to work or permanently disabled.
2. Such leave shall not be charged against earned or earnable sick leave or other paid leaves.
3. The Member taking leave shall retain all other rights and privileges of the contract, including but not limited to, insurances, accrual of leaves, and accrual of seniority.
4. No Member shall be required to advance money for their medical treatment as a result of a workplace injury with the expectation of subsequent reimbursement.
5. The District shall pay providers directly for all medical expenses related to the injury such as but not limited to medical or therapeutic consultation fees, testing and imaging expenses.
6. The Member shall submit mileage amounts related to travel to and from treatment and/or testing for the work-related injury. The prevailing IRS mileage rate shall be paid to the Member within fifteen (15) calendar days of the date when the mileage claim was submitted.
7. Any coverage available through Workman's Compensation shall be paid to the District. Denial of Workman's Compensation coverage shall not prohibit the application of the terms of this Article.