

WORKERS' COMPENSATION

An employee is eligible for workers' compensation leave from Centennial BOCES during the period of time the employee is temporarily disabled as the result of any injury arising out of and in the course of employment which qualifies for an indemnity payment from the workers' compensation division of the Colorado Department of Labor and Employment.

Workers' compensation leave shall be available only to those persons who sustain a temporary total disability and are unable to perform services for Centennial BOCES while disabled.

The primary source of compensation for an employee on workers' compensation leave shall be the indemnity payment from the workers' compensation section of the division of worker's compensation of the Colorado Department of Labor and Employment or insurance carrier as determined by state law. The employee may use accrued Centennial BOCES sick leave and vacation time to supplement the workers' compensation payment.

Under no circumstances shall an employee be allowed to receive more than an amount equal to the weekly wage or equivalent when combining the indemnity payment from workers' compensation and Centennial BOCES benefits. The employee shall provide any requested documentation to Centennial BOCES to evidence amounts paid by workers' compensation before benefit payments are allowed by Centennial BOCES.

While on workers' compensation leave under a temporary total disability, employees shall continue to have Centennial BOCES health, life and disability insurance coverage, to the same extent the employee had such coverage prior to taking workers' compensation leave, for a period of time not to exceed 90 days. At such time, the employee shall be given the option of directly assuming payment of Centennial BOCES's costs for such benefits or discontinuing the coverage until returning to work and again being eligible for benefits, unless Centennial BOCES is otherwise required to pay for or continue such coverage under applicable law.

LEGAL REFS.: 29 U.S.C. 2601 et seq. Family and Medical Leave Act of 1993
P.L. 111-148 Patient Protection and Affordable Care Act
C.R.S. 8-40-101 et seq. Workers' Compensation Act of Colorado

CROSS REFS.: GBGG, Staff Sick Leave
GCD, Professional Staff Vacations and Holidays
GDD, Support Staff Vacations and Holidays

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Centennial BOCES