

Workers' Compensation

Description	The Workers' Compensation (WC) Program is a no-fault system that provides assured and fixed benefits to State employees injured on the job and is the exclusive remedy for an employee who is injured on the job.
Purpose	The WC program provides compensation to employees for work-related injuries or illnesses, including medical treatment, temporary payment of lost wages, and permanent disability payments.
Eligibility	All State of California employees are eligible.
Absence Reporting	After receiving treatment for the injury or illness, the employee must inform his/her supervisor of the physician's medical opinion concerning the employee's ability to return to work. All time off due to the injury or illness must be reported on the Project Accounting Leave (PAL) system. No time is charged against leave credits on the day the injury or illness occurred; however, a notation must be made to show the date of injury on the PAL system.
Waiting Period	Before the start of benefits, injured employees will serve a waiting period of three-calendar days. The waiting period need not be consecutive days. Partial days of absence for doctor appointments or authorized periods of disability may be accumulated to equal full days and charged to the waiting period. The waiting period is waived if the: <ul style="list-style-type: none">• injury was caused by a criminal act of violence, or• employee is disabled more than 14 calendar days, or• employee is eligible under Labor Code Section 4800/4800.5

Continued on next page

Workers' Compensation, Continued

Benefits Available

There are seven types of temporary disability benefit programs available to state employees under workers' compensation:

- Industrial Disability Leave (IDL)
- Industrial Disability Leave with Supplementation (IDL/S)
- Enhanced Industrial Disability Leave (EIDL)
- Labor Code Section 4800 (peace officers only)
- Labor Code Section 4800.5 (peace officers only)
- Temporary Disability (TD)
- Temporary Disability with Supplementation (TD/S)

For information regarding supplementation of Industrial Disability Leave please refer to: <http://www.dpa.ca.gov/publications/workers-comp/2009/supplementing-idl.pdf>

For information regarding supplementation of Temporary Disability Leave please refer to: <http://www.dpa.ca.gov/publications/workers-comp/2008/supplementing-temporary-disability.pdf>

Workers' Compensation/Return to Work Unit

The Workers' Compensation/Return to Work Unit, within the Office of Human Resources (OHR) of DGS, is responsible for assisting employees who have been injured or ill that are work related. The primary objective of the unit is to return the injured or ill employee(s) to gainful employment as quickly as possible.

The Workers' Compensation/Return to Work Unit is also responsible for monitoring the administration of the department's workers' compensation claims program and for case management. Fault or negligence by the employer or the employee is not considered in the injured employee's claim for benefits. The Workers' Compensation/Return to Work Unit is located at:

707 Third Street, 7th Floor
West Sacramento, California

Mailing Address is:

Office of Human Resources
Workers' Compensation/Return-to-Work Unit
7th Floor
West Sacramento, California 95605

Information on the unit can be accessed at:

<http://www.dgs.ca.gov/ohr/Programs/ReturnToWork.aspx>

Continued on next page

Workers' Compensation, Continued

Resources The following table identifies various resources regarding workers' compensation.

To access Workers' Compensation forms and information please visit the State Compensation Insurance Fund website here:

<http://www.statefundca.com/>

Continued on next page

STATE OF CALIFORNIA - DEPARTMENT OF GENERAL SERVICES
PERSONNEL OPERATIONS MANUAL
POM

Resource	Section
<p>Laws and Regulations http://leginfo.legislature.ca.gov/faces/codes.xhtml?_afPfm=IC4C25C10D48E11DEBC02831C6D6C108E&_afItemKey=IC4C25C10D48E11DEBC02831C6D6C108E&_afRP=%2Ftoc%2Fdefault%2Ewl&_afService=TOC&_afRS=WEBL13.04&_afVR=2.0&_afSPa=CCR-1000&_afPbc=DA010192&_afFragment#IC4C25C10D48E11DEBC02831C6D6C108E</p> <p>http://weblinks.westlaw.com/toc/default.aspx?Abbr=ca%2Dadc&Action=ExpandTree&AP=IC4C25C10D48E11DEBC02831C6D6C108E&ItemKey=IC4C25C10D48E11DEBC02831C6D6C108E&RP=%2Ftoc%2Fdefault%2Ewl&Service=TOC&RS=WEBL13.04&VR=2.0&SPa=CCR-1000&Pbc=DA010192&fragment#IC4C25C10D48E11DEBC02831C6D6C108E</p>	<p>Labor Code: 6401.7; Chapter 12, Retirement From Employment, Article 6, Disability Retirement; Chapter 13, Retirement Benefits, Article 1, General Provisions; chapter 14, Death Benefits, Article 1, General Provisions 3200-3219, 3700-3709.1, 4600-4614.1 Insurance Code: 11690-11703 GC: 19863-19863.1, 19865.1, 19869-19877.1, 20630-20639, 21150-21176, 21530-21554 Rules: 599.755-599.769</p>
<p>Personnel Management Policy and Procedures Manual</p>	<p>343, 420</p>
<p>Responsible Agency/Program http://www.dir.ca.gov/ http://statefundca.com/ http://www.spb.ca.gov/ http://www.dgs.ca.gov/ohr/Home.aspx http://www.calhr.ca.gov/Pages/home.aspx</p>	<p>Department of Industrial Relations (DIR), State Compensation Insurance Fund (SCIF) State Personnel Board (SPB), DGS Office of Human Resources (OHR), CalHR</p>
<p>SPB/DPA Policy Memos http://www.calhr.ca.gov/state-hr-professionals/Pages/policy-memos.aspx</p>	<p>PML: 2000-003, 2000-004, 2000-035, 2001-029, 2001-061, 2001-071, 2002-028, 2002-033, 2002-060, 2002-082, 2003-020, 2003-021, 2004-026, 2004-060</p>
<p>State Administrative Manual (SAM) http://sam.dgs.ca.gov/</p>	<p>2580-2591</p>
<p>Other</p>	
<p>http://www.dgs.ca.gov/ohr/Programs/ReturnToWork.aspx. http://www.documents.dgs.ca.gov/ohr/pom/WorkandFamilyHandbook.pdf http://www.documents.dgs.ca.gov/ohr/pom/WCClaimKit.doc http://www.documents.dgs.ca.gov/ohr/pom/SupRoleInjured.doc http://www.calhr.ca.gov/state-hr-professionals/Pages/workers-compensation-program.aspx. http://www.documents.dgs.ca.gov/ohr/pom/Return%20to%20Work-TLD.doc http://www.documents.dgs.ca.gov/ohr/pom/ReasonableAccommodation.doc http://www.documents.dgs.ca.gov/ohr/pom/WCTrngManualexcerpts.pdf</p>	<p>Workers' Compensation/Return to Work Coordinator</p> <p>Work and Family Handbook</p> <p>Workers' Compensation Claim Kit</p> <p>Supervisors Role When an Employee is Injured on the Job Workers' Compensation and Safety Program</p> <p>POM Section- Return-to-Work</p> <p>POM Section- Reasonable Accommodation</p> <p>Excerpts from the Workers' Compensation Training Manual</p>