

**INDUSTRIAL DISABILITY BENEFITS INFORMATION**

STD. 619 (REV. 7-93)

DATE

***THIS INFORMATION IS USED FOR EMPLOYEES WHO ARE NOT ELIGIBLE TO RECEIVE INDUSTRIAL DISABILITY LEAVE WITH SUPPLEMENTATION***

We are sorry to learn of your recent misfortune and sincerely hope you make a full recovery. By law, we are required to inform you that you MAY BE entitled to workers' compensation benefits. We do not know if you are eligible now, and will not know until State Compensation Insurance Fund (SCIF) responds to our report.

If their decision is favorable, you have a choice of receiving Industrial Disability Leave Payments, or Workers' Compensation payments with or without Supplementation of your available Leave Credits. Also, all medical treatment reasonably required to assist you will be paid in full IF SCIF confirms our responsibility.

The remainder of this notice is designed to give you some basic information about the choice of options you MAY BE required to make. Review this information carefully. We will contact you within 15 days of the date SCIF confirms our responsibility AND your disability by means of SCIF Form 3019 ("Notice about your Workers' Compensation Benefits"). At that time, we will provide you with detailed information based on your own salary, voluntary deductions and available leave credits. If you have not been contacted within this 15-day period, please call your departmental personnel office.

**DESCRIPTION OF BENEFITS**

<b>Question</b>	<b>Industrial Disability Leave</b>	<b>Workers' Compensation Without Using Available Leave Credits</b>	<b>Workers' Compensation Using Available Leave Credits</b>
Is there a waiting period before benefits start?	Yes, 3 days. This is waived if you are hospitalized, disabled as a result of a criminal act of violence, or off for more than 14 days.		
How much may I receive?	Amount varies and is limited to 52 weeks of payments within a two-year period beginning on the first day of disability. Your regular monthly net pay for 1st 22 working days*; 2/3 gross pay thereafter less voluntary deductions for up to an additional 11 months. NONE OF YOUR LEAVE CREDITS ARE USED.  *For the first 22 working days on Industrial Disability Leave, if time is lost for any part of a day, it shall be considered as a full date of disability and counted as one date towards the first 22 working days	Amount varies based on your salary. Please refer to STD. 618, Benefit Option, for the amount applicable to your salary.	Your full salary AS LONG AS YOU HAVE LEAVE CREDITS AVAILABLE. When they are exhausted, you revert back to payment described in middle column.
Does the State contribution for my health insurance premium continue?	State contribution continues.	No. You must pay full premium directly to carrier to maintain coverage.	State contribution continues AS LONG AS YOU HAVE LEAVE CREDITS AVAILABLE TO MAKE YOUR NORMAL PAYMENT.
Do I continue to earn vacation and sick leave credits?	You continue to receive full credit.	You continue to receive full credit.	You continue to receive full credit.
Do I continue to make my PERS/STRS contribution?	You continue to make your full PERS/STRS contribution.	Your option. If you wish to receive service credit, you must pay it directly to PERS/STRS.	You make PERS/STRS contributions on the leave credit portion of pay. You may pay remainder directly to PERS/STRS.
Will disability payments from other sources affect my benefits?	Your benefit may be reduced if you receive social security disability payments. No effect if payments are received from programs paid for by yourself	No effect.	No effect.

IF SCIF accepts, on our behalf, responsibility for the time lost from work, you will be placed on Industrial Disability Leave to make sure you are receiving some form of income while you are deciding which option to choose.

If you do not wish to remain on Industrial Disability Leave, you must tell your department which one of the other two plans you prefer and the effective date you want it to start. If you do not make a choice within the 15-day period mentioned, you will continue to receive Industrial Disability Leave payments unless the Workers' Compensation payments without use of your Leave Credits gives you a higher gross income.

An Enhanced Industrial Disability Leave (EIDL) benefit for injuries under specified circumstances has been provided for certain employees. Your Department's Personnel Office will notify you if you are eligible for this benefit.

We recommend that you keep this notice until your department contacts you. You can then refer to it if you need further information or any questions answered. The rules governing employees of the State University and College system may be slightly different from those described. If you are an employee of that system please check with your Personnel Department.