

SP4357.1 Work-Related Injuries
Personnel

Status: ADOPTED
October 20, 2015

The Modoc County Superintendent of Schools desires to provide the Modoc County Office of Education employees with insurance and workers' compensation benefits in accordance with law. The County Superintendent or designee shall develop an efficient claims handling process in order to reduce costs and facilitate employee recovery.

An employee shall report via phone call, all work-related injury or illness immediately to the Company Nurse Program. In the event that the employee is unable to report the incident, an identified designee will report the injury/illness as soon as possible. Upon learning of an injury, a supervisor shall promptly contact Cal/OHSA within eight (8) hours if, the incident, resulted in a serious injury/illness or death of an employee occurring at work or in connection with employment. The supervisor will be responsible to document any incident, whether serious or not, via completing the Supervisor's Report of Employee Injury and submit the document expeditiously to the Human Resource Department for processing.

The County Superintendent shall ensure that every new employee is notified of his/her right to receive workers' compensation if injured at work and that injured employees are given notice of rights in accordance with law.

The County Superintendent or designee shall ensure that notifications regarding workers' compensation are posted in accordance with law.

Legal Reference:

EDUCATION CODE

44984 Industrial accident and illness leaves, certificated employees

45192 Industrial accident and illness leaves, classified employees

LABOR CODE

3200-4855 Workers' compensation, especially:

3550-3553 Employee notice

3600-3605 Conditions of liability

3760 Report of injury to insurer

4600 Provision of medical and hospital treatment by employer

4906 Disclosures and statements

5400-5413 Notice of injury or death

6409.1 Reports

CODE OF REGULATIONS, TITLE 8

15596 Notice of employee rights