

CCSU Leave Use and Compensation Protocols  
**Workers' Compensation**  
12/17/04

**Disability related absences**

In the event an employee is absent due to a work-related disability and receives workers' compensation benefits (as defined under 21 VSA §601-710) said employee shall utilize his/her available accrued paid sick leave (if any) for up to the duration of the approved absence at a rate of one half day of leave for each day of absence. During the period in which the employee has available accrued sick leave, said employee shall continue to receive his/her full contracted wages while s/he is receiving disability benefits under the Workers' Compensation Statutes, and said employee shall reimburse the District for any and all disability benefits received under the Workers' Compensation Statutes, except that school-year support staff shall not be required to reimburse the District for Workers' Compensation benefits accrued during the school summer vacation.

Employees shall reimburse the District by signing over the worker's compensation checks directly to the District within two (2) weekdays of receipt of payment if medically feasible. The use of available and accrued paid sick leave under this provision is conditioned upon timely receipt of reimbursement. Failure to reimburse the District under this provision shall be considered just cause for employment action up to and including discharge, and shall result in the restriction of paid sick leave.

For as long as the employee is utilizing paid sick leave and/or is covered under the Family and Medical Leave Act (FMLA) or the Vermont Parental and Family Leave Law (VPFL), said employee shall retain his/her coverage on the District medical, dental and life insurance plans (if participating at the time of the disability) to the extent provided under applicable master agreement or individual employment contract, subject to the eligibility requirements and other rules and provisions of the individual carrier. Once the employee exhausts his/her available accrued sick leaves and/or FMLA/VPFL (if applicable), said employee shall have the right to continue his/her medical and/or dental coverage at his/her own expense under COBRA.

**Absences for non-disabling conditions**

In the event an employee is absent from work for treatment of, or to attend a medical examination related to, a work injury covered under the workers' compensation statute, said employee shall be paid his/her regular wages for the time missed provided the treatment/medical examination cannot reasonably be scheduled during non-work hours. Said time shall also not be deducted from current or accumulated leaves.