

CITRUS COMMUNITY COLLEGE DISTRICT

BOARD POLICY

P-4160
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INDUSTRIAL ACCIDENT AND INDUSTRIAL ACCIDENT ILLNESS LEAVE

When an employee is absent from a required duty period because of a compensable industrial injury or illness, industrial accident leave will commence on the first day of absence for a maximum of 60-days in any one fiscal year for each accident. Leave shall not be accumulative from year-to-year, the employee shall be entitled to only the amount of unused leave due to the employee for the same illness or injury.

The employee will receive the employee's regular wage. The District will pay the difference between the worker's compensation payment and the employee's regular wage. All compensation checks will be endorsed to the District. Leave will be used in the following order; industrial accident leave up to 60-days, accumulated sick leave, vacation leave, and any other accumulated time.

When all available leaves of absence, paid or unpaid, have been exhausted and if the employee is not medically able to assume the duties of the position held, the employee shall be placed on a reemployment list for a period of 39 months. If the employee is medically recovered and available during the 39 month period, the employee shall be employed in any vacant position of previous classification over all candidates except for those on a reemployment list established as a result of a layoff in which case the employee shall be listed in accordance with appropriate seniority. If when an employee who has been placed on a reemployment list fails to accept an appropriate assignment the employee shall be terminated.

Employees receiving these leave benefits must remain within the state unless released by the Board to travel. Periods of leave under this policy shall not be considered a break in the service of the employee.

The District shall require a statement in writing by the attending physician prior to an individual's return from authorized leave that the employee is medically able to return to the employee's position.

This accident and illness leave shall become effective immediately upon employment in this District.

The definition of an industrial accident and/or illness shall be: "whenever an employee is compelled to be absent from duty on account of any injury or illness arising out of and in the course of the employee's employment."

Adopted 1/20/65
Revised 12/14/76
7/30/96

Reference

Education Code 87787

MOU signed 6/26/96