



Workers' Compensation

For More Information

For additional information, see Business and Finance Bulletin BUS 73—*Workers' Compensation Self-Insurance Program*. This bulletin is available at the following website: www.ucop.edu/ucophome/policies/bfb/bus73.html or from your local Workers' Compensation Manager.

California's Workers' Compensation laws guarantee prompt, automatic benefits to workers injured on the job. If you cannot work because of an industrial injury, Workers' Compensation pays your medical bills and provides compensation to help replace your lost income until you can return to work. The benefits guaranteed under Workers' Compensation are:

- Medical care to cure or relieve the effects of the industrial injury,
- Compensation payments to help replace lost wages,
- Permanent disability benefits to compensate for diminished earning capacity, and
- Vocational rehabilitation services to help in returning to work.

The term "industrial injury" is used to describe any injury, illness, or disease which results from work or working conditions, and which occurs during the employee's service to UC.

Under the guidelines of this program, it is your responsibility to:

- Report work-related injuries and illnesses promptly to your and/or the employee's supervisor and to cooperate with UC's efforts to provide timely, fair, and equitable benefits pursuant to state laws and UC procedures.
- Comply with all Occupational Safety and Health Standards (OSHA) and rules, regulations, and orders, which are applicable to your own actions and conduct.

- Take every reasonable precaution to work in a safe manner and not put yourself or others at risk.
- Not remove, displace, damage, destroy, or carry off any safety device, notice, or warning furnished for use in any place of employment or interfere in any way with the use thereof by any other person.
- Use safety gear provided to you to be able to perform work tasks in a safe manner.
- Learn about potential job hazards and observe potential warning signs.
- Immediately inform your department about your work restrictions and/or capabilities as outlined by your physician when you are ready to return to work.

UC is self insured and contracts with Professional Risk Management, a third-party administrator, to manage Workers' Compensation claims.

Each UC location has a Workers' Compensation Manager who can answer questions about your injury and/or claims and benefits processes as they relate to your injury. You can find a list of UC Workers' Compensation Managers at the following website: www.ucop.edu/riskmgmt/wcmdir.html.

In addition, your location may have a return-to-work program of modified duties to facilitate your recovery. Your location may also direct you to a competent medical provider for your injury.

By authority of The Regents, University of California Human Resources and Benefits, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by The Regents. Source documents are available for inspection upon request (1-800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, annuitants, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums and employer contributions at any time. Health and welfare benefits are subject to legislative appropriation and are not accrued or vested benefit entitlements. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. Contact your Human Resources Office for more information.

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides for continued coverage for a certain period of time at applicable monthly COBRA rates if you, your spouse, or your dependents lose group medical, dental, or vision coverage because you terminate employment (for reasons other than gross misconduct); your work hours are reduced below the eligible status for these benefits; you die, divorce, or are legally separated; or a child ceases to be an eligible dependent. Note: The continuation period is calculated from the earliest of these qualifying events and runs concurrently with any other UC options for continued coverage. See your Benefits Representative for more information.

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Director Mattie Williams and for faculty to Executive Director Sheila O'Rourke, both at this address: University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.

Website address: www.ucop.edu/bencom



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