

MIDDLE BUCKS INSTITUTE OF TECHNOLOGY

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: WORKER'S COMPENSATION
INSURANCE

ADOPTED: June 8, 1998

REVISED:

334.1. WORKER'S COMPENSATION INSURANCE	
1.Purpose	In accordance with the provision of law, the employer will maintain in effect worker's compensation insurance for the benefit of its employees.
2.Delegation of Responsibility	In the event of an on-the-job injury, it is the employee's duty to notify his/her supervisor immediately so that proper action may be taken by the employer. The employee shall cooperate with the employer in completion of any reports. The employee shall use one of the health care providers listed on the Middle Bucks Institute of Technology's Posted Panel of Worker's Compensation Physicians during the first ninety (90) days of any worker's compensation related disability.
3.Guidelines	<p>Employees who are unable to report to work as a result of an injury sustained while on the job may use accumulated sick leave for that period of time, provided that the employee shall return all worker's compensation payments to the employer. If the injury continues after sick leave is exhausted, the employee may retain all worker's compensation payments received thereafter. The employee may, at his/her option, retain worker's compensation payments if s/he chooses not to utilize accumulated sick leave. This option may be elected for all or any part of the absence.</p> <p>In any event, during the initial period of disability following a compensable on-the-job injury, not to exceed five (5) working days, the employee shall continue to be paid with no deduction from accumulated sick leave. In the event of suspected abuse by an employee, the employer may deny this benefit. Such denial shall be subject to the grievance procedure.</p> <p>It shall be the right of the employer to require the employee to report to a doctor approved by the employer from time to time as required to determine the employee's ability to work in order that worker's compensation pay may continue.</p> <p>Middle Bucks Institute of Technology shall retain the exclusive right to select carriers for all group insurance benefits or to self-insure provided that there shall be no reduction in the level of benefits as a result of change in carriers.</p>