

What happens to my job while I'm out receiving Workers' Compensation benefits?

Generally, employees absent for one cumulative year due to occupational injury or illness may be terminated from State service under Section 71 of the Civil Service Law and §5.9 of the Rules for Classified Service (i.e. CSEA and PEF represented employees) which also provides certain reemployment rights if the employee subsequently recovers.

Additionally, an employee receiving Workers' Compensation payments for a period of disability found compensable by the Workers' Compensation Board, which is caused by an assault, shall be treated as though on the payroll for the length of the disability not to exceed twenty-four (24) months per injury.

Coordination with the Family and Medical Leave Act

SUNY Canton provides the Family Medical Leave Act of 1993 (FMLA). The 12-week entitlement under the FMLA will run concurrently with the use of Medical Leaves.

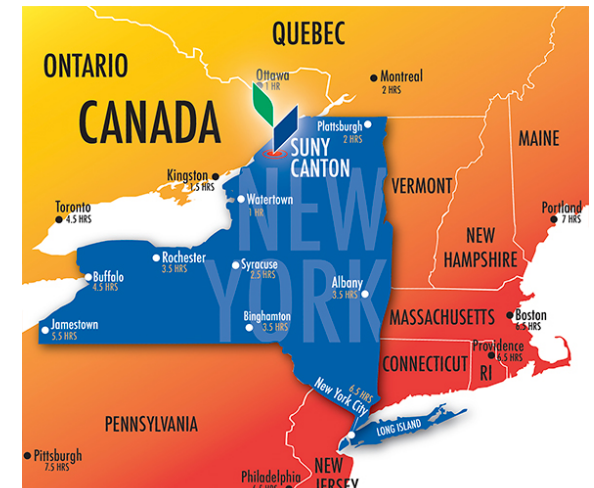
This brochure summarizes the principle features of SUNY Canton's Workers' Compensation program, and is not intended as a contract or to substitute for law or University policy. Additional information is available from the Human Resources Benefits Office.

SUNY CANTON College of Technology

Human Resources Department
34 Cornell Drive
Canton, NY 13617

WORKERS' COMPENSATION GUIDE

NEW YORK STATE EMPLOYEES



SUNY CANTON

College of Technology

WORKERS' COMPENSATION FOR NEW YORK STATE EMPLOYEES



SUNY Canton strives to maintain safe and non-hazardous workplaces. In spite of best efforts, you may suffer a work-related injury or illness at work that makes you eligible for workers' compensation benefits. The Human Resources Benefits Office can assist injured employees with filing the appropriate accident report.

Who is covered by SUNY Canton Workers' Compensation Program?

If you have suffered a workplace injury or illness, you may be eligible for workers' compensation benefits. Workers' compensation benefits provide protection for employees relative to medical expenses and loss of salary resulting from an accepted occupational injury or illness.

What is a work-related injury or illness?

Workers' Compensation law defines a work-related injury as "an accident arising out of and in the course of employment and such diseases or infection as may naturally and unavoidably result there from"

How do I file a claim for Workers' Compensation benefits?

- Immediately report your injury/illness to your supervisor and complete an Accident Report.
- Get medical treatment if you need it. Tell your doctor that your injury or illness is work-related.

-If you begin to lose time from work, contact Human Resources at 315-386-7868 immediately. We will ensure appropriate medical documentation is obtained.

Do I continue to accrue vacation and sick leave while on Workers' Compensation?

Yes, you will continue to accrue.

What happens if my Workers' Compensation claim is questioned or "controverted"?

When a case is controverted, the HR Administrator will notify you and the Workers' Compensation Board (WCB) of its intent to contest the claim. If more than 5 working days are lost due to the alleged injury, and you are unable to work, you will remain on payroll charging appropriate accruals until a decision is made by the WCB.

What happens to my other benefits, such as health insurance, while I am receiving Workers' Compensation benefits?

You are eligible to continue certain benefits while you receive Workers' Compensation benefits, however bi-weekly health insurance premiums will either be billed separately or require payment upon your return to work. Information will be mailed directly to you from the participating health insurance carriers you are enrolled with. Please note that per NYS Payroll requirements all tax deferred annuity deductions (ie. 403b or 457b) must stop and may start back up upon return to work.

Who is our Workers' Compensation Carrier?

The New York State Insurance Fund (SIF)
1045 7th North St. Liverpool, NY 13088
315-453-6500

What should I do with medical bills I receive related to my injury?

Contact State Insurance Fund.

What do I need to do if my doctor tells me I can return to work?

If you are released to return to work, it is your responsibility to provide Human Resources with complete medical documentation releasing you to return to work and resume your normal job duties. Your department will not be allowed to accept you back to work without a medical release.

Any work restrictions will be subject to approval by Human Resources and the department pursuant to all applicable collective bargaining agreements, Civil Service Time and Attendance rules and other regulations