

Worker's Compensation (Policy 5.03)

Kansas City Kansas Community College (KCKCC) will provide workers compensation coverage and benefits for all employees as required by applicable law. Coverage is not provided for volunteers and is not in effect for employees during non-work related activities such as lunch time (unless a required activity), coming and going to/from work and while conducting personal business. Coverage also is not in effect if an employee is engaged personal business activities during a conference.

Reporting a Work Related Injury/Illness

All work-related incidents, illnesses or injuries should be reported to the employee's supervisor (or their designee) on the date on which they occur. Failure to report your injury, illness or the incident within 20 days or within 30 days of repetitive trauma may jeopardize your ability to receive Worker's Compensation benefits.

If an injury is serious or a life threatening emergency, call 911 and contact the KCKCC Police Department. If it is not life threatening but does require prompt medical attention contact Human Resources for treatment and to complete an incident report. Incident reports can also be completed by the KCKCC Police Department.

Post-Injury Testing

Employees injured at work are required to submit to a post-injury chemical test as authorized by law and, if such test is refused, all workers compensation benefits may be forfeited by the employee.

Choice of Physician

KCKCC shall have the right to choose a designated health care provider to provide medical assistance to any employee who suffers an injury while performing their job. However, if the injured employee refuses to use the designated provider, benefits may be limited as provided by law.

Return to work

Any employee who is off work and drawing workers compensation shall be required to provide a written doctor's release demonstrating fitness for duty before the employee is allowed to return to work. In addition, should the employee be released to return to work by a doctor and fail to do so, all benefits shall be restricted as provided by law.

Any return to work status with modified or restricted duty must be followed by both the employee and supervisor. Should a supervisor indicate an inability to accommodate the medical care provider's directed modified duty status for an employee, they must provide specifics as to the obstacles preventing the department from meeting the restrictions. After review if a suitable remedy to these obstacles cannot be identified, KCKCC may attempt to find the injured employee a temporary assignment in another department that can meet the restriction (depending on the nature of the injury, prescribed work restrictions, and the skill set of the injured employee) until the employee is released at full duty

Coordination of Benefits

Employees who are absent from work and receiving workers compensation benefits may use their available sick leave to supplement any workers compensation payments in accordance with KCKCC policy and to the extent permitted by law. In no event shall the employee be entitled to a combination of workers compensation benefits, paid leave and salary in excess of his/her regular daily rate of pay. If the employee is eligible for FMLA, the employee's leave for a work-related injury will run concurrently with the employee's FMLA leave.

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