

MACOMB COUNTY HUMAN RESOURCES POLICY

WORK RELATED ILLNESS/INJURY

A County employee who is unable to work due to a work related illness or injury may be entitled to receive Workers' Compensation benefits under Michigan Law.

Any employee suffering a work related illness or injury shall immediately notify his/her supervisor. The ill/injured employee shall report to a medical facility approved by the County.

Employees who leave County property during lunch or rest breaks are deemed to be on personal business and said activities do not arise out of or in the scope of their employment. This means that injuries occurring off County premises during these times will not be covered by Workers' Compensation unless a person can demonstrate a connection to his/her employment.

Regular, full-time employees, who are eligible for and receive Workers' Compensation benefits, shall be continued on the County payroll during the period of disability compensation as provided below:

The compensation received by such employee under the Workers' Compensation Act shall be supplemented by payment from his/her accumulated Sick Leave bank (and the employee's Paid Time Off if the employee so chooses) in the amount of money necessary to equal his/her regular wage. This supplement shall continue for 104 weeks or until the employee's Sick Leave bank (and Paid Time Off if the employee had so chosen) has been depleted, whichever occurs first.

If the employee's Sick Leave bank (and Paid Time Off if the employee so chooses) has been depleted and the employee has been receiving Workers' Compensation payments for less than fifty-two (52) weeks, the County shall pay to such employees a sum of money, in addition to Workers' Compensation payments, whereby the combination of Workers' Compensation payments and such County supplement shall equal two-thirds (2/3) of the employee's regular wage. The County's 2/3rds pay supplement shall be made for a period not to exceed twenty-six (26) weeks; however, in no case shall the combination of the supplement payment exceed fifty-two (52) weeks.

If the employee is unable to return to work upon the expiration of the 52nd week, his/her employment shall end. The County will have no further obligation to the former employee, unless the employee qualifies for and receives retirement benefits as provided in the current Macomb County Employees' Retirement System Ordinance.

Any Sick Leave or Paid Time Off earned and accrued once the County's 2/3rds pay supplement begins shall be paid to the former employee upon termination of the active employment relationship.

For the period during which the regular, full-time employee is receiving pay supplemental to his/her Workers' Compensation, the regular full-time employee will accrue Sick Leave and Paid Time Off time on hours paid.

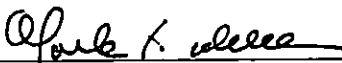
A regular, full-time employee returning from Workers' Compensation shall be placed in the same classification, provided that said full-time employee has produced medical certification that he/she can return to duty and perform the essential functions of the job with or without reasonable accommodation.

When the visit to a medical treatment center on the day of the injury, the employee is to be considered at work with no time charged to any employee bank. In order to be considered as a paid excused absence, the first day reporting to a medical treatment center must be within thirty (30) days of the injury.

When an employee has follow-up visits for treatment, physical therapy or recheck during their normal work hours, the employee is to account for any absence from work and must charge the absence against sick leave. Compensatory time or Paid Time Off may be used only at the election of the employee.

An employee visiting a medical treatment center during his/her normal work hours must obtain and provide his/her supervisor a statement of attendance showing the check-in time and check-out time at the treatment center.

The foregoing provisions shall neither restrict nor enlarge upon the provisions and benefits accorded by the Macomb County Employees' Retirement Ordinance relative to total and permanent disability provided for therein.


Office of County Executive

Approved: July 8, 2014
Revised: December 15, 2015
Revised: September 26, 2016
Revised: December 13, 2017